


1. PROFILE CARD

DESIGNATION:	GENDER SPECIALIST	
NAME:	Huma Ashar	
FATHER'S NAME:	Mobin Mirza	
DATE OF BIRTH:	21-10-1981	
MARITAL STATUS:	Married	
QUALIFICATION:	M-Phil Economics	
INSTITUTION:	Applied Economics Research Centre, University of Karachi	
DATE OF JOINING PROJECT:	March 10, 2021	
SPECIALIZATION FIELD:	Economics	
PAY PACKAGE:	PKR 250,000	
PERMANENT ADDRESS:	House No. N-542 Block 12, Gulistan e Johar Karachi	
PRESENT ADDRESS:	Same as above	
TELEPHONE NOS.:	0323-2311501	
E-MAIL ADDRESS:	gs.kmp.ylc@gmail.com	

IN COUNTRY (TRAINING / COURSES) WITH DATE (IF ANY)

VISIT OUTSIDE THE COUNTRY (TRAINING / COURSES) WITH DATE (IF ANY)

SERVICE PROFILE (APPOINTMENTS IN THE ORDER OF RECENT TO PAST):

S. NO.	APPOINTMENTS HELD	PERIOD	
		FROM	TO
1.	Gender Specialist, Karachi Mobility Project Sindh Mass Transit Authority, GoS, Karachi	March 2021	Present
2.	Project Manager, Sustainable Social Development Organization, DAI/USAID Community Resilient Project	Feb 2020	Oct 2020
3.	Assistant Manager Project, Transparency International Pakistan, USAID Project	Aug 2018	Nov 2019
4.	Research Fellow, Federation of Pakistan Chamber of Commerce and Industry Karachi, Pakistan	Feb 2018	March 2018
5.	Trainee (Research), Islamic Research and Training Institute (IRTI), Islamic Development Bank, Jeddah KSA	Jul 2017	Oct 2017
6.	Assistant Project Coordinator, Transparency International Pakistan, USAID Project	Sept 2014	Apr 2016
7.	Research Assistant, Monitoring and Evaluation Unit, Sindh Water Sector Improvement Project funded by The World Bank	July 2013	Aug 2014
8.	Lecturer, Government Degree Girls College Block 12, Gulistan-e-Johar, Karachi	Oct 2010	Dec 2011



NO: FD(SR-I)10(1192)/2021
GOVERNMENT OF SINDH
FINANCE DEPARTMENT

Karachi, dated the 7th December, 2021

To,

The Accountant General of Sindh,
Karachi.

Subject:

PAYMENT OF ARREARS OF PAY AND ALLOWANCES.

I am directed to refer to this Department's SOPs letter No.FD(E&A)9(58)/2017, dated 10th January, 2017, on the subject noted above and in pursuant to approval of Scrutiny Committee meeting held on 12th November, 2021, under the Chairmanship of Special Finance Secretary (SR/Admn), Finance Department, is hereby accords permission for the drawl of arrears of pay and allowances as per details given:-

Sr.	Name	Designation	Nature of Claim	Claim Period	Amount in Rs. (Gross)
1.	Ms. Huma Ashar	Gender Specialist	Regular Salary	w.e.f. 10.03.2021 to 30.04.2021	Rs.427,419/-

(Rupees: Four hundred twenty seven thousand four hundred and nineteen only)
The permission is subject to:

2. The permission is subject to:
 - (i) Verification / Genuineness of the claim and of relevant documents.
 - (ii) Re-calculation of the amount of arrears.
 - (iii) Condition that genuineness of the appointment was verified from secretary concerned, before hiring / opening of ID (10969755).
 - (iv) Confirmation that incumbent has not availed above benefits against same period before.
 - (v) Deduction under applicable rules.
 - (vi) Return the advice with recommendation (if any) in case any discrepancy / omission is found or rectification / addition / substitution is required.
 - (vii) In case of any discrepancy / violation of the Policy / Rules, DDO / DAO concerned will be held responsible.
3. The expenditure involved will be met out within the budget grant under relevant head of account during the current financial year 2021-22.

NO: FD(SR-I)10(1192)/2021

A copy is forwarded for information to:-

1. The Secretary, Transport & Mass Transit Department, Govt. of Sindh, Karachi.
2. P.S to SFS(Admn/SR), Finance Department.
3. The DDO / Director Administration & HR, Sindh Mass Transit Authority, Karachi.
4. The Officers concerned.
5. Master File.

(GHULAM ASGHAR SUHAG)
SECTION OFFICER (SR-I)

Karachi, the dated 7th December, 2021

15/12/21
Gamer C. P.S.

SECTION OFFICER (SR-I)



GOVERNMENT OF SINDH
SINDH MASS TRANSIT AUTHORITY
TRANSPORT & MASS TRANSIT DEPARTMENT

Karachi Dated: 30th August, 2021 L-3/D

To,

The Secretary,
Finance Department,
Government of Sindh
Karachi

SUBJECT: PERMISSION REQUIRED FOR RELEASE OF SALARY ARREARS OF MS. HUMAN ASHAR, GENDER SPECIALIST WORKING IN KARACHI MOBILITY PROJECT – YELLOW LINE BRTs, SINDH MASS TRANSIT AUTHORITY (SMTA), COST CENTRE KQ 2307.

Please refer to the subject matter. The Accountant General Sindh office return the salary arrears bill of said officer along observation memo (copy enclosed) required permission from finance Department of previous year liability (2021-21). The details of concerned officer with arrears mentioned below:-

S.No.	Name	Period	Amount
1.	Huma Ashar, Gender Specialist CNIC 42201-1569140-4	10-Mar-2021 to 30-Apr-2021	Rs. 427,419/-

Copy of salary arrears bills is attached for ready reference.

Therefore it is requested, kindly grant permission for disburse of salary arrears from AG Sindh Office

(SYED YAZIN ALI SHAH)
DIRECTOR ADMINISTRATION & HR /DDO
SINDH MASS TRANSIT AUTHORITY

A copy is forwarded for information to:

1. Managing Director, Sindh Mass Transit Authority, TMTD, GoS.
2. Project Director, BRTS Yellow Line, TMTD, GoS
3. Director (Finance & Accounts), SMTA, GoS
4. PS to the Secretary, Transport & Mass Transit Department, GoS.
5. Office File.



Selection of Project Specialists for FMS, PCMS and CS.

Said Dahdah <sdahdah@worldbank.org>

To: Project Director <pd.kmp.ylc@gmail.com>

Cc: Hasan Afzal Zaidi <hzaidi@worldbank.org>, Haider Raza <hraza@worldbank.org>, Uzma Quresh

<uquresh@worldbank.org>, Takeaki Sato <tsato@worldbank.org>, Najm-Ul-Sahr Ata-Ullah <nataullah@worldbank.org>

Fri, Feb 5, 2021 at 12:53 f

Dear Mr. Imran,


1. Based on the information we received and after today's talk, we have No Objection on the selection of Ms. Huma Ashar as Gender Specialist under the PMT. However, her salary should be commensurate with her experience and what you are offering to other Specialists, so we recommend her monthly remuneration to be between **250K and 300K PKR. We also reiterate that the best office and working condition should be made available to her including facilities etc..**

2. As for the Env. Specialist, we discussed internally and thought it will be best for us to talk to the 2nd and 3rd ranked candidates. Could you please arrange for it. Best to be 11 am so Take can connect from Japan.

Again thank you for moving forward with the hiring of the PMT. I think you have selected a good team and it is really up to you (with our help) to keep them busy and motivated. We discuss that once they are on board.

[Quoted text hidden]

PROFILE CARD

DESIGNATION:	GENDER SPECIALIST	
NAME:	Huma Ashar	
FATHER'S NAME:	Mobin Mirza	
DATE OF BIRTH:	21-10-1981	
MARITAL STATUS:	Married	
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INSTITUTION:	Applied Economics Research Centre, University of Karachi	
DATE OF JOINING PROJECT:	March 10, 2021	
SPECIALIZATION FIELD:	Economics	
PAY PACKAGE:	PKR 250,000	
PERMANENT ADDRESS:	House No. N-542 Block 12, Gulistan e Johar Karachi	
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S. NO.	APPOINTMENTS HELD	PERIOD	
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2.	Project Manager, Sustainable Social Development Organization, DAI/USAID Community Resilient Project	Feb 2020	Oct 2020
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8.	Lecturer, Government Degree Girls College Block 12, Gulistan-e-Johar, Karachi	Oct 2010	Dec 2011	
9.				
10.				
11.				
12.				



GOVERNMENT OF SINDH
SINDH MASS TRANSIT AUTHORITY
TRANSPORT & MASS TRANSIT
DEPARTMENT

Karachi Dated the 11th March, 2021

SAY NO TO CORRUPTION

ORDER

NO.SMTA/ORDER/2021/L-172/-In pursuance of Offer Letter No. PD/YLC/SMTA/2021/03/103 dated 08-03-2021, **Ms. Huma Ashar** is hereby joined against the post of **Gender Specialist** in Karachi Mobility Project, Sindh Mass Transit Authority on contract basis for the period of One (01) year (Extendable) w.e.f. 10-03-2021 till date 09-03-2022 with lump sum monthly remuneration amounting to Rs.250,000/-.

Terms and conditions will be followed

IQTIDAR AHMED
MANAGING DIRECTOR

NO.SMTA/ORDER/2021/L-172

Karachi Dated the 11th March, 2021

A copy is forwarded for information to:-

1. The Accountant General, Sindh, Karachi.
2. Managing Director, SMTA, TMTD, GoS, Karachi.
- ~~3. Project Director, KMP, Yellow Line BRTs, GoS, Karachi~~
4. PS to Secretary, Transport & Mass Transit Department, Government of Sindh.
5. Officer concerned.
6. Master File.

(SYED YAZIM ALI SHAH)
DIRECTOR (ADMIN & HR)

To,

The Project Director
Yellow Line BRTS
Sindh Mass Transit Authority,
Government of Sindh,
Karachi.

March 10, 2021

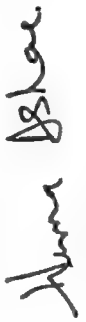
Subject: JOINING REPORT FOR THE POST OF GENDER SPECIALIST




Dear Sir,

In reference to your offer letter No. PD/YLC/SMTA/2021/63/103 dated March 8, 2021, I undersigned, do hereby submit my joining report with immediate effect as Gender Specialist in Sindh Mass Transit Authority (SMTA) with effect from Wednesday, March 10, 2021.

Therefore, kindly consider my joining w.e.f March 10, 2021.

Best Regards


Huma Ashar
Gender Specialist
Sindh Mass Transit Authority
CNIC No.42201-1569140-4

To,

March 10, 2021

The Project Director
Yellow Line BRTS
Sindh Mass Transit Authority,
Government of Sindh,
Karachi.


Subject: JOINING REPORT FOR THE POST OF GENDER SPECIALIST

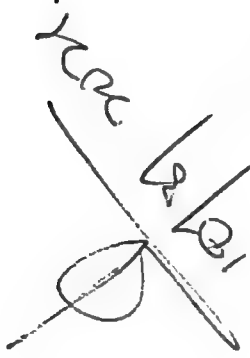

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Best Regards


Huma Ashar
Gender Specialist
Sindh Mass Transit Authority
CNIC No.42201-1569140-4

To,

March 10, 2021

The Project Director
Yellow Line BRTS
Sindh Mass Transit Authority,
Government of Sindh,
Karachi.

Subject: JOINING REPORT FOR THE POST OF GENDER SPECIALIST

Dear Sir,

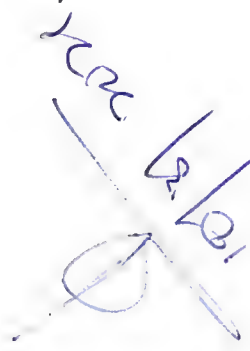

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Therefore, kindly consider my joining w.e.f March 10, 2021.

Best Regards



Huma Ashar
Gender Specialist
Sindh Mass Transit Authority
CNIC No.42201-1569140-4



THE WORLD BANK

WORLD BANK 200 7

January 20, 2020

Mr. Syed Anees Qadir Shah
Minister
Transport & Mass Transit Department
Government of Sindh
Karachi

[Handwritten signature]
23/1/20
23/1/20

Dear Mr. Shah:

Subject: Karachi Mobility Project Yellow Bus Rapid Transit Corridor
Detail Designs Supervision Consultant and Project Management Team

I would like to thank you for the meeting that took place in Karachi on January 16th to discuss the latest plan of the implementation of the Karachi Mobility Project. The Loan Agreement of the project was signed and became effective on November 26, 2019.

As per the project agreement, we request your close attention to the following critical issues, so that we can ensure the successful implementation of the project.

- The project team has agreed to provide the Detail Designs and Supervision Consultant services by January 15, 2020.
- The project team has agreed to provide the Project Management services by January 15, 2020.
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The project team has agreed to provide the Project Management services by January 15, 2020. The project team has agreed to provide the Project Management services by January 15, 2020.

The project team has agreed to provide the Project Management services by January 15, 2020. The project team has agreed to provide the Project Management services by January 15, 2020.

Sincerely yours,

[Handwritten signature]

Said Daidah
Senior Transport Specialist
Team Lead

No. PS/SECY/319
Date 23/01/2020
TH: 1/1/2020



Implement the Project, rather than setting up an exclusive standalone Project Implementation Unit.

32. Stakeholder consultation and an effective communication strategy will be critical. The Project has carried out extensive consultations with all stakeholders, including KMC, KDA, Transport Ittihad, Korangi Association of Trade and Industry (KATI), local administration, Non-Government Organizations (NGO) and others, and will continue stakeholder engagement throughout Project implementation.

III. IMPLEMENTATION ARRANGEMENTS

A. Institutional and Implementation Arrangements

33. Implementation period of the Project is planned for six and a half (6.5) years (July 2019 to December 2025).
34. The Project's Implementation Arrangements cannot be designed in isolation of the existing institutional arrangements in the urban transport sector. SMTA remains a nascent and understaffed authority, and needs support to be able to plan, design, implement and manage mass transit systems in Karachi and other cities of Sindh. Its organization shows 69 professional positions, of which only 19 have been filled.
35. International experience finds that SMTA should focus on defining a policy for transport integration in Sindh, including regulations, strategic planning, and design of mass transit systems. For this, SMTA shall select staff with the required background who will be further trained to implement these activities throughout the Project lifecycle. SMTA may delegate some of its functions to Transkarachi, especially the management of the operations and maintenance of the mass transit corridors once they are built.
36. Project oversight will be the responsibility of the SMTA Board. A separate Project Steering Committee is not envisaged as all concerned stakeholders are already part of the SMTA Board. The Board may co-opt any person as a Member of the Board for any particular purpose, but such person shall not have right of vote. SMTA and Sindh Transport and Mass Transit department will ensure meetings of SMTA Board are held regularly i.e. at least once a month for the first year of Project implementation.
37. The Project does not envisage a separate standalone Project implementation unit. An internal Project Management Team (PMT) comprising of existing SMTA staff will be notified and will be supported by management and technical consultants as necessary. This arrangement will allow the Project to build SMTA's capacity, which is not possible with a Project Implementation Unit (PIU) model that is normally staffed with individual consultants. The Project Management Team will consist of staff from the Directorates of Planning, Projects, Bus Operations, ITS and Business Development. The Project Director is expected to be notified before no later than one month after Project effectiveness. SMTA has already started the process of hiring key positions including specialists on Environment, Communications and Gender, and Secretary of Board. Moreover, SMTA plans to continue the recruitment process by onboarding social, procurement, financial and contract management specialists. All the above positions will be filled no later than one month after Project effectiveness. Additional engineering and technical staff will be hired as per requirement before commencement of civil works.

38. The Project Management Team will receive support from a dedicated infrastructure Project



Project's objectives; and (b) overall Project performance against Project monitoring indicators. A Mid-Term Review will be undertaken not later than 36 months after Effectiveness to more comprehensively assess implementation progress and set out any measures to ensure continued efficient implementation and the achievement of the PDO by the Project's closing date.

C. Sustainability

45. The PPP arrangements for the operations and maintenance of the BRT system will ensure sustainability of quality services delivered by private operators. A Concessionaire will be selected through an international competitive bidding process to finance, operate and maintain bus operation and ITS services and to manage the stations along the Yellow Corridor. The World Bank may also offer a credit enhancement to the prospective bidders for the (Operations and Management) O&M contract in the form of a payment (and/or loan) Guarantee, which will lower the risk and widen the competition, thus contributing to the long-term financial sustainability of the system.

46. The Project infrastructure will be disaster and climate resilient. The structures will conform to the relevant codes related to earthquake zoning and will also ensure adequate surface and sub-surface drainage is built into the infrastructure design to cater to any potential flooding. Weather resistant material will be used for the road construction. The paving material will be such that it will withstand extreme weather conditions of heavy rains and high temperatures. The surface material will be specially selected to resist water and prevent it to be washed away. Storm water drainage system will be constructed along the corridor to avoid flooding of the road. The capacity of the drainage system is designed in anticipation with extreme weather conditions predicted under international climate change models for Karachi region to cater for maximum storm water runoff.

47. The proposed Project will focus on climate change adaptation and mitigation measures and other environmental Co-Benefits. It will shift road users from polluting transport modes (e.g. old, poorly maintained buses and motorcycles) to lower carbon modes (e.g. cleaner BRT buses and non-motorized transport) and ensure better traffic flow, and use climate-resistant material for road construction, an appropriate drainage system and incorporate features at Stations to attenuate heat waves. It will also reconstruct the existing Jam Sadiq bridge crossing the Malir river and will construct a new one parallel to it doubling the road link's capacity. Similarly, it will reconstruct the southern side of the Kala-Pull bridge.

48. A storm water drainage system will be constructed for the underpasses. The underpass roads will be sloped to collect water at grates that will lead to the drainage pipe and collection pits. Submersible pumps will be installed at the collection pits to discharge storm water to the nearby storm water drain network. A set of submersible pumps will also be added to serve as backup pumps. The capacity and the number of collection pits and submersible pumps will be computed based on extreme weather conditions predicted under international climate change models for Karachi region. Generators will be installed at each underpass as a power backup for the submersible pumps because of power outage issues during rainy season.

49. The Project is also ensuring institutional sustainability by building capacity within the SMTA. The Project will be implemented through SMTA's staff, rather than setting up a separate Project implementation unit. This will ensure long term ability of SMTA to implement and manage other mass transit Projects in Karachi and other cities in Sindh



GOVERNMENT OF SINDH,
TRANSPORT & MASS TRANSIT
DEPARTMENT

Summary No. 61, dated 24-01-20

SUMMARY FOR CHIEF MINISTER, SINDH

SUBJECT: EMPLOYMENT OF INDIVIDUAL CONSULTANTS FOR URBAN MOBILITY PROJECT (YELLOW LINE BRTS).

The World Bank team carried out the Appraisal mission during the month of January 2020. It was observed by the World Bank mission that the project is a significant urban resource for meeting the demand of increasing public transport in the Sindh Mass Transit Authority. With the current meager technical resources, the SMTA has taken various initiatives for development of BRTS projects which include Orange, Yellow, Red Line, VICS, Construction of Bus Rapid Transit System (BRTS) and mega RCH Project.

In view of the above circumstances as stated above, it is proposed by the World Bank team that the services of below mentioned Individual Consultants/ Consultants should be hired on contractual basis for period of 12 months to assist the SMTA in the implementation of the project (Annexure-I).

S.No	Description of Professional
1	Technical Specialist
2	Information Specialist
3	Gender Specialist
4	Urban Specialist
5	Transport Consultant/Implementation Specialist
6	Project Management Specialist

The terms of Reference (ToRs) and key responsibilities of these consultants are provided and discussed with the World Bank team (Annexure-II). The consultants should be hired on contractual basis for period of 12 months. The project appraisal mission has emphasized on the importance of the project.

GOVERNMENT OF SINDH
FINANCE DEPARTMENT


EMPLOYMENT OF INDIVIDUAL CONSULTANT FOR URBAN MOBILITY
(PROJECT YELLOW LINE BRIS)

1. The Government of Sindh Finance Department has proposed the hiring of individual consultant for six positions on contractual basis for the implementation of project Yellow Line BRIS.

2. The Government of Sindh Finance Department has not clearly reflected whether these consultants specialises will be staffed in Sindh Mass Transit Authority's core operation program or will be hired temporarily for implementation of Yellow Line BRIS.

3. The Government of Sindh Finance Department is of view that as per Para-4 of Summary, Sindh Mass Transit Authority may be allowed to hire the services of Individual Consultants/ Consultants on own resources within existing budgetary allocation of Rs.200.00 million for the project Yellow Line BRIS.

4. The Government of Sindh Finance Department may like to approve para-4 above.


(SYED HASSAN NAQVI)
SECRETARY FINANCE

UNIT SECRETARY SINDH

UNIT SECRETARY SINDH

Para 4 is approved.



28/4/2020

SUMMARY SECTION
CHIEF SECRETARY SINDH
1912
28/4/2020

RECEIVED IN CS HOUSE
28/4/2020
28/4/2020

Para 4 is approved.



28/4/2020

Chief Minister: Sindh may like to approve para-2/n

(GHULAM ABBAS DETHO)
Secretary to Government of Sind

THE 1935 PASSPORTS MUST CONSIST

CHAGRIAN, (P&D) BOARD.

CHANCE DEPT.

3. THE DIRECTOR, SIVDI

25

GOVERNMENT OF SINDH
PLANNING & DEVELOPMENT
DEPARTMENT

FACTORS AFFECTING URBAN MOBILITY

1. The work for the period has been effective from 26 November 2019.

35 02

28/2/22

**Chairman
Planning & Development Board**

10

GOVERNMENT OF SINDH
Karachi Urban Mobility Project
(YELLOW LINE BRTS)
SINDH MASS TRANSIT AUTHORITY
TRANSPORT & MASS TRANSIT DEPARTMENT

No. PD YLC/SM/FA/2070/2020

Karachi Dated: November 05, 2020

NOTE FOR THE SECRETARY
TRANSPORT & MASS TRANSIT DEPARTMENT, SINDH

SUB: HIRING OF INDIVIDUAL CONSULTANTS/SPECIALISTS FOR KARACHI URBAN MOBILITY PROJECT, YELLOW LINE BRTS.

It is regret to report as accorded by your good office as at paragraph 10 on Yellow Line BRTS, SMTA's Note of even No. dated 27-10-2020 (Annexure-A), A detailed information regarding the selection process and hiring of candidates for the roles of Financial Management Specialist (FMS), Procurement Contract Management Specialist (PCMS) and Communication Specialist (CS) was communicated to the Task Team Leader (TTL) of World Bank vide email dated 20-11-2020, beside email communication the World Bank team was also engaged to have final words with the selected candidates. Based on the conversation with the selected candidates the bank suggested to re-advertise the PCMS position in addition the bank also recommended Mr. Javed Isam candidate no. 3 in order of merit) for the position of FMS instead of Miss Kanza Aslam Memon. The reason to decline her selection was the bank's policy to not hire any employee who is already working on similar nature of assignment with the bank, so other projects do not suffer due to employee leaving the project / assignment voluntarily. Also Kanza Aslam is working as Internal Auditor with additional charge of FMS in Karachi Neighborhood Improvement Project (KNIP) and Mr. Sanjay Kumar (No. 2 in order of merit) is working as FMS in federal EPI Cell, Ministry of National Health Services, Government of Pakistan, that's why their candidature was not considered by the Bank and they are intended to re-advertise the position (Annexure-B).

2. Furthermore in accordance with the World Bank's virtual supervision mission letter dated 17-10-2020 (Annexure-C) and the agreed action plan, the following positions are suggested to be advertised.

1. Safety, Health Environmental & Quality Specialist.

ii. Gender Specialist

iii. Social Development Specialist.

as advertisement has been drafted (Annexure-D).

3. Terms of Reference (TOR) of these positions have been agreed with the bank as well as advertisement has been drafted (Annexure-D).

4. It is further informed that a selection committee is already notified by the SGA&CD vide notification of even No. dated 24-09-2020 (Annexure-E).

5. In this regard it is requested to approve Procurement/Contract Management Specialist position as recommended by the Bank along with positions mentioned in paragraph 2/n above as well as draft advertisement to be sent to Information Department, Government of Sindh, for publishing in the well circulated newspapers.

(Signature)
(IMRAN BHATTI)
PROJECT DIRECTOR
YELLOW LINE BRTS

6. MANAGING DIRECTOR, SMTA

2070
05-11-2020

7. SECRETARY, TRANSPORT & MASS TRANSIT DEPARTMENT.

(Signature)
5/11

M/D



Government of Sindh
Karachi Urban Mobility Project, Yellow Line BRTS
Sindh Mass Transit Authority (SMTA)

SELECTION OF PROFESSIONAL STAFF AS INDIVIDUAL CONSULTANTS / SPECIALISTS

Sindh Mass Transit Authority (SMTA) intends to hire qualified professionals against the following positions under Karachi Urban Mobility Project funded by the World Bank, initially for a period of one year (extendable subject to satisfactory performance and requirement of the Programme).

S. No.	Position	Qualification & Experience
1.	Safety, Health, Environment and Quality (SHE&Q) Specialist	<p>Minimum Bachelor's degree in Engineering, Environmental Sciences, Health Sciences or a related field from a recognized university. Preferable Master's degree in Engineering, Environmental Sciences, Health Sciences or a related field from a recognized university. Foreign qualification will be considered an added advantage.</p> <ul style="list-style-type: none">• Specialized Training — ISO 9001-2015, Quality Management Systems, ISO-14001, Occupational Health & Safety, ISO-22000, Quality Assurance, or any other skills considered relevant for the position.• Active Affiliations — Membership of recognized industry or Professional Organizations.• At least 5 years of post-qualification relevant experience in Strategic Quality, Environment, Health and Safety, Planning/Designing, Implementing, Training, Monitoring and Evaluating SHE&Q related activities. Relevant international work experience as well as skills in Environmental Impact Assessments and Environmental Management Plans is an advantage.• Experience of working infrastructure projects (consultancy + works) / Projects funded by donor agencies shall be preferred. <p>Master's Degree in Social Sciences, Gender and Development or Women's Studies, Management or related field.</p> <ul style="list-style-type: none">• Specialized Training — Gender Awareness/Sensitization, Gender Based Violence, Community Engagement, Strategies Development or any other skills considered relevant for the position.• Active Affiliations — Membership of Recognized Industry or Professional Organizations.• At least 5 years of post-qualification relevant experience including a minimum of 2 years of experience in a similar role is highly desirable.
2.	Gender Specialist	<p>Master's Degree or equivalent in Social Sciences/development studies or other related fields. University degree in Applied Social Science e.g., Anthropology, Sociology, Economics, Development or Human Geography or other related fields combined with specialized experience in similar organizations may be considered in lieu of a Master's degree.</p> <ul style="list-style-type: none">• At least 10 years of experience in community engagement, planning, implementation and management of resettlement activities, and complaints resolution/grievance redress management. Experience in the preparation of, or assisting in the preparation of, at least 5 resettlement plans for infrastructure projects. Experience in urban settings would be an advantage.• Strong knowledge of relevant Federal, Provincial, and local laws, standards, regulations, and policies such as those pertaining to land acquisition and resettlement, labour management and protection, special protection legislation, mechanisms and provisions pertaining to women and vulnerable and marginalized groups.• Strong knowledge of the social safeguards policies and frameworks, and compliance requirements of IFIs (e.g. World Bank, Asian Development Bank, Asian Infrastructure Investment Bank, JICA etc.)
3.	Social Development Specialist	<p>A Bachelor's degree in (Civil/Electrical/Mechanical) Engineering or equivalent. Master's degree in relevant discipline of Engineering or MBA/MSc/MA in Project/Procurement Management will be added advantage from HEC recognized university.</p> <ul style="list-style-type: none">• At least 10 years of hands-on experience in procurement of goods, and consultancies. Experience on donor-funded projects shall be an important advantage. Strong experience of contract management, particularly consultancy services contracts FIDIC specification and documents on the Standard Procurement Documents such as PEC (Pakistan Engineering Council) and Hands-on experience on the Standard Procurement Documents with special grip on legal sides.• Excellent written and oral communication skills in both English and Urdu to develop and process complex technical documents, reports, papers and recommendations.• Excellent computer skills including MS Office (Word, Excel, and PowerPoint), familiarity with WB Procurement Systems (STEP) or other similar Procurement Software is a plus.
4.	Procurement/ Contract Management Specialist	

Only shortlisted candidates will be called for interview along with original documents. TA/DA shall not be admissible.

Remuneration would be negotiable commensurating to qualification and experience of the candidate.

Other public sector employees can also apply through proper channel.

Interested candidates meeting the above criteria may apply by sending in the form of covering letter along with CV to yellowlinejobs@gmail.com or at the address mentioned below within 10 days of publication of this advertisement. Detailed Terms Of Reference for each position can be seen at <https://bit.ly/31CezbB>

Maximum age limit is 50 years.

Daily Dawn Friday, 06 Nov. 2020 Page # 08

We are equal opportunity employer, women are encouraged to apply.

Project Director
Karachi Urban Mobility Project, Yellow Line BRTS
Sindh Mass Transit Authority (SMTA)
Block-2 Clifton, Near Billawal Chowrangl, Karachi
Ph: 021-99332207, Ext-12

INF-KRY No. 3039/2020



Shortlisted Candidates for PCMS, GS, SDS and SHE&Q

Said Dardah <sdahdah@worldbank.org>
To: Project Director <pd.kmp.ylc@gmail.com>
Cc: Hasan Arzai Zaidi <hazaidi@worldbank.org>, Haider Raza <hraza@worldbank.org>

Dear Mr. Imran,

Apologies for the delayed response but it us a while to go over all the candidates.

- I would like to confirm that current Cornelle should not be a factor not to shortlist a candidate, obviously if selected he/she needs to establish a residency in Karachi and reside permanently in Karachi.
- Our rule of not shortlisting existing PLUS staff of other bank's financed projects in Pakistan remains the same. However since few of them indicated that they are leaving their current position anyway, then it is ok to interview them. BUT if selected you still need to get it cleared by us first so we double check their exact status. We don't want them to be pre-tending leaving their job so they get an interview with you. Ideally we would want them to have left their current job before the interview and without any guarantee from you that they will be selected for this job.

Based on the information you shared with us, we recommend the following candidates to be interviewed

1. Environment Specialist Position

- Syed Jalal Abbas Jafri
- Rafique Ahmed
- Muhammad Ahmed
- Adnan Saleem Khan
- Zaeshan Khan Afridi
- Jibran Khalid Kidwai - His final selection will be pending on getting it approved by us since he is currently working on another WB project in Sindh
- Um-e-Aiman

2. Social Development Specialist

- Amir Hamza - His final selection will be pending his confirmation that he has completed his residency requirement for his PhD in China and that he will be able to manage his job while writing a PhD dissertation

3. Gender Specialist Position

- Human Ashar
- Nazla Mir
- Uzma Bano - Her final selection will be pending on getting it approved by us since she is currently working on another WB project in Karachi

4. Procurement Specialist

- ASAD RASOOL
- Tariq Haque
- Mohsen Islam Khan

We proceed with the interviews and let us know the outcome so we meet with your selected candidate for each position before you extend them a job offer

Best regards

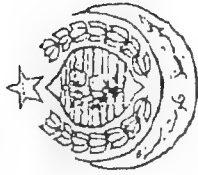
Said

From: Project Director <pd.kmp.ylc@gmail.com>
Sent: Thursday, November 28, 2020 10:29 AM
To: Said Dardah <sdahdah@worldbank.org>
Cc: Hasan Arzai Zaidi <hazaidi@worldbank.org>, Haider Raza <hraza@worldbank.org>
Subject: CVs of Shortlisted Candidates for PCMS, GS, SDS and SHE&Q

[External]

Dear Mr. Said,

[Oriskid lat hidden]



GOVERNMENT OF SINDH
Karachi Urban Mobility Project
(YELLOW LINE BRTS)
SINDH MASS TRANSIT AUTHORITY
TRANSPORT & MASS TRANSIT DEPARTMENT

SUBJECT:

MINUTES OF THE THIRD AND FOURTH MEETINGS FOR HIRING OF
"SPECIALISTS" FOR KARACHI URBAN MOBILITY PROJECT -
YELLOW LINE BRTS IN SMTA.

The third and fourth meetings of Selection Committee for recruitment of specialists on contractual basis for a period of one year for implementation of Karachi Urban Mobility Project Yellow Line – BRTS, Sindh Mass Transit Authority (SMTA) were held on December 29, 2020 at 2:00PM and on January 5, 2021 at 10:00 AM, respectively, in the office of Managing Director, SMTA.

Following officers attend the meetings:

1. Managing Director, Sindh Mass Transit Authority, Government of Sindh
2. Project Director, Project Management Team, BRTs Yellow Line.
3. Additional Secretary (Services-II), SCA&C Department, Government of Sindh
4. Chief Consultant, Transport & Mass Transit Department, Government of Sindh
5. Director Finance, PPP Unit, Finance Department, Government of Sindh

The Committee held interviews for the positions of Safety, Health, Environment and Quality Specialist, Social Development Specialist, Gender Specialist, and Procurement/Contract Management Specialist on aforementioned days. The Committee reviewed the following criteria mentioned in respective terms of references for the positions and in the advertisement dated November 6, 2020.

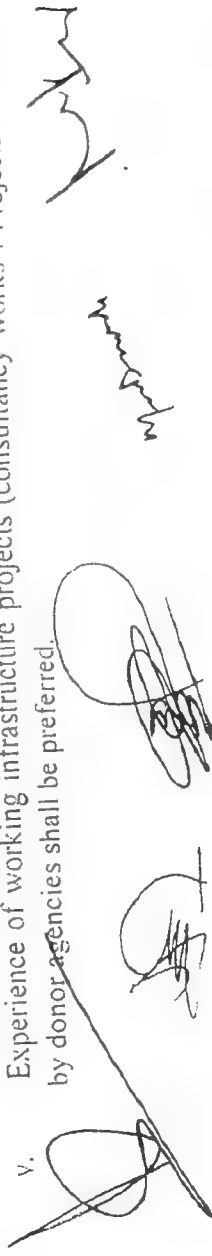
SAFETY, HEALTH, ENVIRONMENT AND QUALITY SPECIALIST:

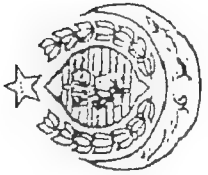
QUALIFICATION:

- i. Minimum Bachelor's degree In Engineering, Environmental Sciences, Health Sciences or a related field from a recognized university. Preferable Master's degree in Engineering, Environmental Sciences, Health Sciences or a related field from a recognized university. Foreign qualification will be considered an added advantage.
- ii. Specialized Training - ISO 9001-2015, Quality Management Systems, ISO-14001, Occupational Health & Safety, ISO-22000, Quality Assurance, or any other skills considered relevant for the position.
- iii. Active Affiliations -Membership of recognized Industry or Professional Organizations.

EXPERIENCE:

- iv. At least 5 years of post-qualification relevant experience in Strategic Quality, Environment, Health and Safety, Planning/ Designing, Implementing, Training, Monitoring and Evaluating SHE&Q related activities. Relevant international work experience as well as skills in Environmental Impact Assessments and Environmental Management Plans is an advantage.
- v. Experience of working infrastructure projects (consultancy works | Projects funded by donor agencies shall be preferred.





SOCIAL DEVELOPMENT SPECIALIST:

QUALIFICATION:

- i. Master's degree or equivalent in Social sciences/ development studies or other related fields. University degree in Applied Social Sciences e.g. Anthropology, Sociology, Economics, Development or Human Geography or other related fields combined with specialized experience in similar organizations may be considered in lieu of a Masters degree.

EXPERIENCE:

- ii. At least 10 years of experience in community engagement, planning, implementation and management of resettlement preparation of at least 5 resettlement plans for infrastructure projects. Experience in urban setting would be an advantage.
- iii. Strong knowledge of relevant Federal, Provincial and local Laws, standard regulations and policies such as those pertaining to land acquisition and resettlement, labor management and protection, special protection legislation, mechanism and provisions pertaining to women and vulnerable and marginalized groups.
- iv. Strong knowledge of the social safeguards policies and frameworks, and compliance requirements of IFIs (e.g. World Bank, Asian Development Bank, Asian Infrastructure Investment Bank, JICA etc).

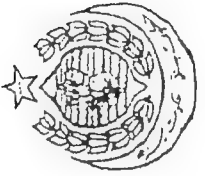
GENDER SPECIALIST:

QUALIFICATION:

- i. Master's Degree in Social Sciences, Gender and Development or Women's Studies, Management or related field.
- ii. Specialized Training - Gender Awareness/Sensitization, Gender Based Violence, Community Engagement, Strategies Development or any other skills considered relevant for the position.
- iii. Active Affiliations -Membership of Recognized Industry or Professional Organization.

EXPERIENCE:

- iv. At least 5 years of post-qualification relevant experience including a minimum of 2 years of experience in a similar role is highly desirable.



PROCUREMENT/CONTRACT MANAGEMENT SPECIALIST:

QUALIFICATION:

- A Bachelor's degree in (Civil/Electrical/Mechanical) Engineering or equivalent Master's degree in relevant discipline of Engineering or MBA/MSc/MA in Project/Procurement Management will be added advantage from HEC recognized university.

EXPERIENCE:




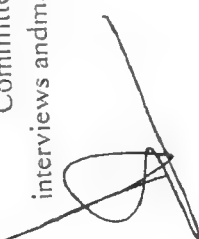
- At least 10 years of hands-on experience in procurement of goods, and consultancies. Experience on donor-funded projects shall be an important advantage. Strong experience of contract management, particularly consultancy services contracts
- Hands-on experience on the Standard Procurement Documents such as PEC (Pakistan Engineering Council) and FIDIC specification and documents with special grip on legal sides.
- Excellent written and oral communication skills in both English and Urdu to develop and process complex technical documents, reports, papers and recommendations.
- Excellent computer skills including MS Office (Word, Excel and PowerPoint).
- familiarity with WB Procurement Systems (STEP) or other similar Procurement Software is a plus.

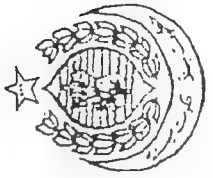
Based on the above conditions the committee agreed for the following marking criteria:

S.No	Criteria	Marks
1.	Qualification (Master or above 100%)	30
2.	Relevant Experience (up to 5 years 100%)	40
3.	Communication Skills	15
4.	Inter Personal Skills	15
	TOTAL	100

As per the list of shortlisted candidates carried out in consultation with the World Bank. Seven (7) candidates for the post of Safety, Health, Environment and Quality Specialist, One (1) candidate for the post of Social Development Specialist, three (3) candidates for the post of Gender Specialist and four (4) candidates for the post of Procurement/Contract Management Specialist were called for interviews. Thirteen (13) candidates appeared before the Committee on ZOOM vide meeting ID NO. 833 3678 7182. One candidate, Zafar Iqbal, for the post of Procurement/Contract Management Specialist, appeared in person before the Committee and one candidate, Tariq Haque, for the post of Procurement/Contract Management Specialist, regretted the interview.

Committee assessed/interviewed the following fourteen candidates on the basis of interviews and marking criteria as mentioned supra as well as negotiated expected remunerations.





GOVERNMENT OF SINDH
Karachi Urban Mobility Project
(YELLOW LINE BRTS)
SINDH MASS TRANSIT AUTHORITY
TRANSPORT & MASS TRANSIT DEPARTMENT

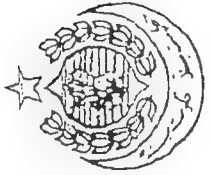
SAFETY, HEALTH, ENVIRONMENT & QUALITY SPECIALIST			
S.No	Name of Candidate	Aggregate Marks	Negotiated Remuneration
1.	Jibran Khalid Kidwai	96	280K
2.	Muhammad Ahmed	91	300K
3.	Syed Jalal Abbas Jafri	85	200K
4.	Ume Aiman	80	150K
5.	Raheel Ahmed	78	170K
6.	Zeeshan Khan Afridi	74	200K
7.	Adnan Saleem Khan	69	300K

SOCIAL DEVELOPMENT SPECIALIST			
S.No	Name of Candidate	Aggregate Marks	Negotiated Remuneration
1	Amir Hamza	87	350K

GENDER SPECIALIST			
S.No	Name of Candidate	Aggregate Marks	Negotiated Remuneration
1.	Huma Ashar	90	100K +
2.	Uzma Bano	86	370K -400K
3.	Nazia Mir	67	60K -80K

PROCUREMENT/CONTRACT MANAGEMENT SPECIALIST			
S.No	Name of Candidate	Aggregate Marks	Negotiated Remuneration
1	Zafar Iqbal	93	300K
2	Mohsen Islam Khan	89	42000 Per Day
3	Asad Rasool	71	300K


[Handwritten signatures and marks]




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GOVERNMENT OF SINDH
Karachi Urban Mobility Project
(YELLOW LINE BRTS)
SINDH MASS TRANSIT AUTHORITY
TRANSPORT & MASS TRANSIT DEPARTMENT

Based on the aggregate marks obtained by the candidates, the Committee, therefore, recommends Mr. Jibran Khalid Kidwai for the position of Safety, Health, Environment and Quality Specialist, Mr. Amir Hamza for the position of Social Development Specialist, Ms. Huma Ashar for the position of Gender Specialist and Mr. Malik Zafar Iqbal for the position of Procurement/Contract Management Specialist for implementation of Karachi Urban Mobility Project Yellow Line – BRTS.

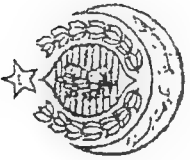

DIRECTOR FINANCE
PPP Unit,
Finance Department
Government of Sindh
(Member)


**ADDITIONAL
SECRETARY**
(Services-II) SGA&CD
Government of Sindh
(Member)


CHIEF CONSULTANT
Transport & Mass
Department
Government of Sindh
(Member)


PROJECT DIRECTOR
Project Management Team
BRTs Yellow Line
(Member / Secretary)


MANAGING DIRECTOR
Sindh Mass Transit Authority
Government of Sindh
(Chairman)



GOVERNMENT OF SINDH
Karachi Mobility Project
(YELLOW LINE BRTS)
SINDH MASS TRANSIT AUTHORITY
TRANSPORT & MASS TRANSIT DEPARTMENT

Karachi, Dated: February 18, 2021

NOTE FOR THE SECRETARY
TRANSPORT & MASS TRANSIT DEPARTMENT, SINDH

SUBJECT: HIRING OF INDIVIDUAL CONSULTANTS/SPECIALISTS FOR KARACHI
URBAN MOBILITY PROJECT, YELLOW LINE BRTS.

Pursuant to the approval accorded by the worthy Secretary, Transport & Mass Transit Department, as at paragraph 10 on Karachi Mobility Project's (Yellow Line) note dated October 27, 2020, on the above mentioned subject (Annex-A), the second advertisement for the positions i.e. Safety, Health, Environment & Quality Specialist (SHE&Q), Social Development Specialist (SDS), Gender Specialist (GS), and Procurement/Contract Management Specialist (PCMS) was published in leading daily newspapers in the month of November 6, 2020. The deadline for receiving the applications was fixed as November 16, 2020. After that the Project Team received and sifted the applications for the respective posts viz. SHE&Q, SDS, GS and PCMS and shared with the World Bank to assist in short listing. The Bank examined the candidates' CVs and informed the Project Team accordingly on December 16, 2020. Following is the number of CVs received and shortlisted by the department and Bank respectively.

S.NO	POSITION	NO. OF CVs RECEIVED	NO. OF CANDIDATES SHORTLISTED.
1	Safety, Health, Environment & Quality Specialist	81	07
2	Social Development Specialist	50	01
3	Gender Specialist	27	03
4	Procurement/Contract Management Specialist	101	04
TOTAL		259	15

2. All the 15 candidates (shortlisted with the help of the Bank) were called to appear for the interviews, which took place on 29th December 2020 and 5th January 2021, before the Selection Committee, as notified vide Notification No. SOII (SGA&CD) 6-53/2020 dated 24.09.2020, (Annex-B).
The Committee comprised:

1.	Managing Director, Sindh Mass Transit Authority, (SMTA) Government of Sindh	Chairman
2.	Project Director, Project Management Team, BRTs Yellow Line.	Member/ Secretary
3.	Representative of Finance Department, Government of Sindh (not below BS-19 Officer)	Member
4.	Representative of SGA&C Department, Government of Sindh (not below BS-19 Officer)	Member
5.	Chief Consultant, Transport & Mass Transit Department, GoS	Member

Terms of Reference:

The Committee shall recommend for the selection of potential candidates of Karachi Urban Mobility Project Yellow Line BRTs, Sindh Mass Transit Authority, and Transport & Mass Transit Department.

3. The Committee interviewed the candidates based on their curriculum vitae as well as the qualification & skill-set they possessed. After completion of interviews and tabulation of marks awarded and keeping in view the criteria laid down by the department in agreement with the Bank, the committee prepared a merit list with recommendation for selection as specialists as well as the negotiated remuneration during the interview.

4. After completion of the interviews, the recommended candidates were invited for further assessment by the World Bank team on 02.02.2021, 05.02.2021 and 17.02.2021. The Bank's team assessed the candidates for their suitability for the project and issued a No Objection for the following candidates for final appointment as Project Specialists under the Karachi Mobility Project, Yellow Line BRTS, Project Management Team. (Copy of email attached)

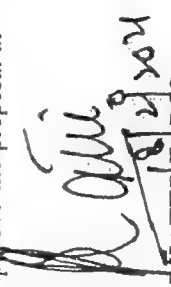
S.No	Name of Candidate	Recommended Remuneration	Discipline
1.	Syed Jalal Abbas Jafri	250K	Safety, Health, Environment And Quality Specialist
2.	Amir Hamza	350K	Social Development Specialist
3.	Huma Ashar	250K	Gender Specialist
4.	Malik Zafar Iqbal	300K	Procurement/Contract Management Specialist

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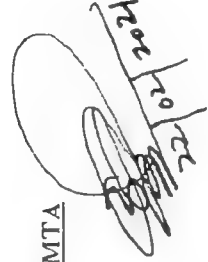
5. Based on the merit order recommended by the selection committee and further assessment by the World Bank Team approval is sought for appointing the selected candidates as mentioned in paragraph 4/n above.

6. It is further stated that the above mentioned positions are contractual in nature for a period of 12 months of which first three (3) months will be treated as probationary period and will be continued subject to performance. These specialists will be hired on market based salary and their financial implication will be catered from SMTA's existing budgetary allocation of Rs. 200 million FY 2020-21 as approved by the Honorable Chief Minister, Sindh vide summary No 61 dated January 24, 2020.

7. The Secretary Transport & Mass Transit Department, Sindh may kindly approve the proposal at paras- 5 to 6/above.


(IMRAN BHATTI) Ex.PCS
PROJECT DIRECTOR
YELLOW LINE BRTS

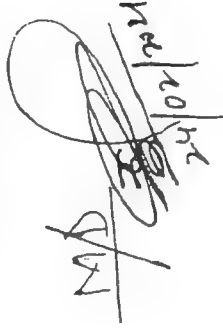
8. MANAGING DIRECTOR, SMTA


22/02/2021

9. SECRETARY, TRANSPORT & MASS TRANSIT DEPARTMENT

As per paras 4 and 6, approved is

accorded.

MB

24/02/2021


23/02/2021

PD Yellow Line

R#: 20210222 01 YL
Date: 22.02.2021
23/02/2021

To
The Director Administration
Yellow Line BRTS
Sindh Mass Transit Authority
Karachi

Subject: SALARY ACCOUNT INFORMATION- GENDER SPECIALIST

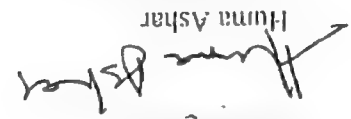
Dear Sir,

In reference to your offer letter No. PD-YLC/SM/A/2021-63-103 dated March 8, 2021 for the position Gender Specialist in SMTA, I Humna Ashar bearing CNIC No. 42201-1569140-4 would like to share my account details in order to disburse salary as follows:

ACCOUNT TITLE: HUMNA ASHAR

BANK NAME: STANDARD CHARTERED BANK (PAKISTAN) LIMITED DHA PHASE 2

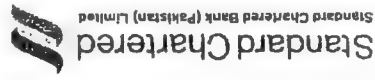
ACCOUNT NUMBER: PK40 SCBL 0000 0017 0600 4001

Best Regards

Humna Ashar

Gender Specialist
Sindh Mass Transit Authority

121

Cheque No 38660756



STANDARD CHARTERED BANK (PAKISTAN) LIMITED
KARACHI - PAKISTAN

Date

Pay _____ of bearer

Rupees

PK40 SCBL 0000 0017 0600 4001
HUMA ASHAR

Please do not write below this line.

Signature

3866075603800570000001706004001000

PAKISTAN	PAKISTAN
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PAKISTAN	PAKISTAN

38660756

Cheque No.

Checked with Name Cheques

SERVICES HOSPITAL
GOVERNMENT OF SINDH
KARACHI



NO. SHK/MED/PFI/

795

Dated

25-03-21

Ref No* SMTA/ML-KMP/2021/L-128 DATED: 24/03/2021

Medical Fitness Certificate

I / We hereby certify that I/We have examined Mr./Miss HUMA ASHAR

W/O ASHAR BILAL

a candidate for employment in the

TRANSPORT & MASS TRANSIT

Department and cannot discover that he

/she has any disease, constitutional weakness or bodily infirmity except

NIL

I / We do not consider this a disqualification for employment in

GENDER SPECIALIST

39 1/2 YEARS

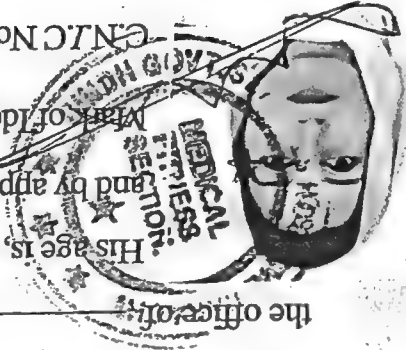
His age is, according to his/her own statement

and by appearance about

Fourty

years.

Male Near left temporal area.



CNLC No. 42201-1569140-4

DR. D. KHAN
MEDICAL SUPERVISOR
SERVICES HOSPITAL
KARACHI
ANA



No. SMTA/ML-KMP/2021/L-132
GOVERNMENT OF SINDH
SINDH MASS TRANSIT AUTHORITY
TRANSPORT & MASS TRANSIT DEPARTMENT

Karachi Dated: 24th March, 2021

To,

The Medical Superintendent,
Services Hospital,
Karachi.

SUBJECT: OFFER OF APPOINTMENT AS "GENDER SPECIALIST" ON CONTRACT BASIS IN KARACHI MOBILITY PROJECT, SINDH MASS TRANSIT AUTHORITY, TRANSPORT & MASS TRANSIT DEPARTMENT, GOS.

I am directed to refer to the subject noted above and to state that Mrs. Huma Ashar w/o Ashar Bilal has been appointed as a "Gender Specialist" in Karachi Mobility Project, Sindh Mass Transit Authority (SMTA), vide Offer Letter No. PD/YLC/SMTA/2021/03/103 dated 8th March 2021 on contract basis (copy enclosed).

2. It is, therefore, requested that she may be medically examined and issue medical fitness report.

93/23/2021

BABAR ALI KHAN
Administrative & HR Officer

A copy is forwarded for information:-

1. Project Director, Karachi Mobility Project, BRT Yellow Line, GoS.
2. PS to the Managing Director, SMTA, Karachi
3. Office Notification File.



No. SMTA/BANK-ACC/2021/L-128
GOVERNMENT OF SINDH
SINDH MASS TRANSIT AUTHORITY
TRANSPORT & MASS TRANSIT DEPARTMENT

Karachi Dated: 24th March, 2021

To,

The Branch Manager,
Sindh Bank,
Kehkashan Branch, Clifton,
Karachi.

SUBJECT: OPENING - SALARY ACCOUNT

This is to certify Mrs. Huma Ashar w/o Ashar Bilal has been working as Gender Specialist at Karachi Mobility Project, Sindh Mass Transit Authority (SMTA), Transport & Mass Transit Department (TMTD), Government of Sindh. It is requested to open her Bank Account for to transfer salary of the said employee.

BABAR ALI KHAN
Administrative & HR Officer

A copy is forwarded for information and necessary action to:-

1. Project Director, Karachi Mobility Project, BRT Yellow Line, GoS.
2. Director (Finance & Accounts), SMTA, Karachi
3. PS to the Managing Director, SMTA, Karachi
4. Master File

To,

The Project Director,
Yellow Line BRTS,
Sindh Mass Transit Authority,
Government of Sindh,
Karachi.

March 11, 2021


Subject: JOINING REPORT FOR THE POST OF GENDER SPECIALIST.

Dear Sir,

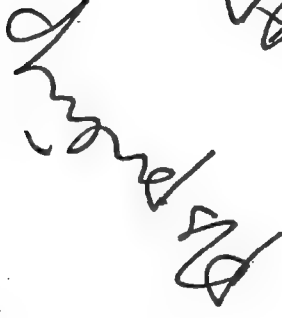
In reference to your offer letter No. PD/YLC/SMTA/2021/63/103 dated March 8, 2021, I the undersigned, do hereby submit my joining report with immediate effect as Gender Specialist in Sindh Mass Transit Authority (SMTA) with effect from Thursday, March 11, 2021.

Therefore, kindly consider my joining w.e.f March 11, 2021.

Best Regards

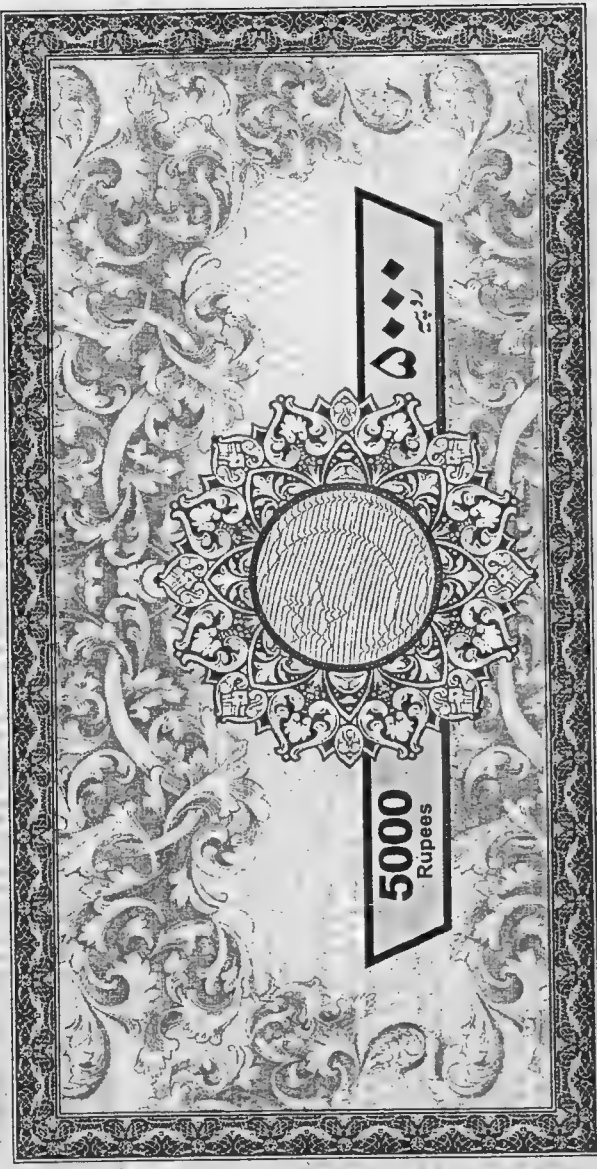
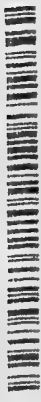

Huma Ashar
Gender Specialist
Sindh Mass Transit Authority
CNIC No. 42201-1569140-4


Huma Ashar


Huma Ashar


Huma Ashar

424307



STAMP OFFICE, LIT. LOUKY, KARACHI

Issued to: M. Huma Ashar 15/02/21
 CHARGE NO. 15026
 Value DSR No. 8 on 8-3-21
 On behalf of Client No. 76 of 8-3-21
 for the purpose of 5000
 Entry No. 3 on 8-3-21

RUPEES FIVE THOUSAND ONLY

CONTRACT AGREEMENTThis contract agreement is being executed w.e.f. 10-03-2021

-----, Karachi Mobility Project, (Yellow Line BRTS), Sindh Mass Transit Authority (SMTA), Government of Sindh under the World Bank - Technical Assistance (hereinafter called the "Client") and, therefore, SMTA act as the party of the First Part.

AND

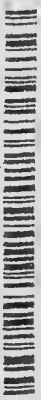
Ms. Huma Ashar, hereinafter referred as the 'Individual Specialist' Gender Specialist, Karachi Mobility Project, (Yellow Line BRTS), Sindh Mass Transit Authority (SMTA), Government of Sindh for rendering services as per following Terms of References and Terms & Conditions (Article 01 to 04) to be adhered strictly during the term of the consultancy.

TERMS OF REFERENCES:**A-Key Responsibilities**

Under the guidance and direct supervision of the Project Director, the Gender Specialist will advise Project Management Team on gender policies and trends and relevant linkages to the mobility projects. The Gender Specialist provides analysis for formulation of strategies and briefings to PMT. The Gender Specialist advocates for and represents KMP in her area of expertise as requested by her supervisor. The major area of responsibility for the Gender Specialist includes:

- Develop, Coordinate and support the Sindh Mass Transit Authority team in establishing and implementing gender-sensitive monitoring, evaluation, learning and reporting systems. Work closely with the stakeholders to develop the data collection and analysis tools for the baseline assessment to guarantee gender and social inclusion considerations.
- Prepare draft Gender Action Plan (GAP) for the yellow line project implementation and SMTA institutional strengthening with timelines and milestones.
- Facilitate to implement the action plans and undertake capacity strengthening activities on gender for SMTA in line with Gender Action Plan (GAP).

424308



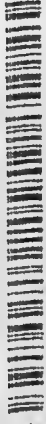
SIAMPHILE CITY COURT, KARACHI

Issued to Mr. M. A. Khan
 CN/CAEG No. 18/12
 Under DSR No. 3 or 8-3-3
 On behalf of Govt. of Sindh
 for the purpose of 3 or 8-3-3
 Entry No. 3 or 8-3-3

RUPEES FIVE THOUSAND ONLY

- Support the organization of yearly rapid ridership survey, which provides gender disaggregated data (as per provision in the KP Urban Mass Transit Act 2016).
- Support the organization of benchmark and post implementation satisfaction surveys with male and female passengers, including the elderly, people with disability, and minorities such as transgender. Compare surveys and identify successes and problems (as per provision in the KP Urban Mass Transit Act 2016).
- Conduct impact study of the use of the BRT for women, people with disabilities, elderly and other vulnerable and minority groups (as per provision in the KP Urban Mass Transit Act 2016).
- Conduct training for GAP implementation and gender policy for PMT staff and other stakeholders.
- Support the implementation of gender responsive recruitment strategies to hire women staff for Sindh Mass Transit Authority, including new graduates, and people from vulnerable and minority groups including transgenders.
- Design and implement a special initiative to recruit and provide training to women as drivers and bus conductors to have the skills to operate BRT buses. Repeat special initiative each year to reach target.
- Conduct public campaigns on the quality and safety of the BRT system, encouraging the public, especially women, to use it in close coordination with Communication Specialist.
- Conduct public campaign to raise awareness about safety and security, gender-based violence, including all forms of harassment against women, elderly, children, persons with disability, and minorities such as transgender and people of other ethnic or religious backgrounds. Coordinate with local NGOs with similar concerns and outreach activities.
- Coordinate with Public (including Women Development Department and Sindh Commission on the Status of Women) and Private Sector entities to support women's access to economic opportunities especially through yellow line project. Explore options of identifying women owned enterprises through partners' support and encouraging them to start/extend their businesses across different Corridors in Karachi including yellow Corridor project.
- Conduct Gender (including gender-based violence) trainings and follow up sessions for bus drivers and conductors operating on different BRT routes especially Yellow Line.

D539290



MUHAMMAD SHOAB STAMP VENDOR

LICENCE NO 119, SHOP NO 04

08 MAR 2021

WAZIR HUSAIN CHANDS KAKH HOUSE KARACHI

SR NO. 119, DATE

ISSUED TO WITH ADDRESS WH. THROUGH WITH ADDRESS

PURPOSE **M. AMJAD CHOHAN Advocate**

VALUE NO. 200/- ATTACHED **Lager # 8079-HC**

STAMP VENDOR SIGNATURE

Do Not Use Direct and Fee and Purpose and Value

Who not responsible for any illegal if any Address

- Train staff with direct passenger interaction (e.g. station staff, ticket staff, bus drivers, guards) on passenger management on stations and buses, priority passengers and the timely and proper handling of sexual harassment and other crimes that threaten women passengers' security.
- Support the development of campaign messages on sexual harassment on transport, facilitate in designing messages to be displayed in buses and bus stops on BRT routes especially on yellow Line Corridor.
- Support and guide the GBV service provider in establishing a GBV grievance redressal mechanism and promote grievance/complaints and compliments procedures as part of customer service to deal confidentially with GBV complaints including harassment from women and girls, boys, minorities etc.
- Participate in regular meetings organized by GBV Service Provider.
- Establish system of recording instances of harassment of any passenger/or any other GBV incident on yellow corridor, whether reported, observed or directly experienced, and its location & actions taken against offenders/how it was resolved.
- Any other task relevant to the position and as per requirement.

DEMONSTRATION OF CORE COMPETENCIES:

- Promotes sharing of knowledge and experience, and actively works towards continued personal learning and development.
- Displays culture, gender, religion, race, nationality and age sensitivity and adaptability.
- Good practical knowledge of inter-disciplinary development issues.
- Ability to go beyond established procedures and models, propose new approaches which expand the range of projects.
- Builds strong relationships with all stakeholders, focuses on impact and results and responds positively to critical feedback.
- Consistently approaches work with energy and a positive, constructive attitude.
- Remains calm, in control and good humored even under pressure.
- Proven networking, team building, organizational and communication skills.
- Ability to work in a multi-cultural team environment with a positive attitude.

TERMS & CONDITIONS:

WHEREAS the Karachi Mobility Project, (Yellow Line BRTS), Sindh Mass Transit Authority (SMTA), Government of Sindh has agreed to execute the agreement with above named individual under World Bank Technical operated through Karachi Mobility Project, (Yellow Line BRTS), Sindh Mass Transit Authority (SMTA), Government of Sindh, in accordance with the Legal & Financing Agreement with World Bank and their stated guidelines.

Article #01: Engagement of Services:

Clause # I: Karachi Mobility Project, (Yellow Line BRTS), Sindh Mass Transit Authority (SMTA), Government of Sindh has agreed to engage the services of Ms. Humna Ashar as Gender Specialist and she has accepted the offer.

Clause #II: The individual Specialist would be placed at the disposal of Project Director, Karachi Mobility Project, (Yellow Line BRTS), Sindh Mass Transit Authority (SMTA), Government of Sindh.

Clause # III: That above named individual Specialist shall perform her duties assigned to her by the Project Director, Karachi Mobility Project, (Yellow Line BRTS), Sindh Mass Transit Authority (SMTA) (hereinafter called the "Duty Station") from time to time.

Clause # IV: This contractual offer/agreement is purely a consultancy contract on World Bank TA under the approved WB legal and financing agreement clauses with Government of Pakistan. The Specialist is not entitled to any Government benefits like pension, etc at any stage of this contract and even after the expiry of the contract. This consultancy cannot be converted/termed/used for any purpose of regularization, on contractual or permanent basis or any kind of government service/ employment.

Article #02: Commencement of Engagement & Duration:

Clause # I: The term of engagement will commence from -----
----- The term of this contract agreement is for a period up to ----- only (Extendable on mutual and agreed term and conditions as contained in Article 03, Clause II) . No intimation is binding upon Karachi Mobility Project, (Yellow Line BRTS) to inform Specialist about the completion of this contract term, in advance.

Clause # II: In case Specialist is interested to offer her services beyond the completion of instant contract term, she may put a request in writing at least 45 days but not less than 35 days, prior to the completion of her contract term. It is the prerogative of Karachi Mobility Project, (Yellow Line BRTS) PMT to either consider or reject such request without giving any reason thereof. Even in case, any consideration on extension request, if made, it is also subject to annual review assessments, approvals, NOL and availability of TA funds.

Article #03: Remuneration, Annual Performance Review, TA/DA, Leave, Taxation & Stamp Duty:

Clause #I: **Remuneration:**

a) A fix monthly package of Rs. 250,000/- (Two Hundred Fifty Thousand Rupees) lump sum inclusive of all taxes. Incentives including provision of official laptop (subject to need and availability) and Internet facility within the office premises will be provided throughout the agreement period.

b) The Specialist will be responsible to maintain internet facility outside the office premises by herself, as she is required to attend urgent official

13
assignments in a timely manner. In case official laptop is not provided (due to any reason), the Specialist will herself arrange and bear its maintenance & depreciation cost.

- c) Effective completion of task(s) from any location outside office even on leave/public holiday(s) shall also be one of factors in determining the efficiency and responsiveness of individual Specialist during annual review assessment.

Clause # II:

Annual performance award and/or annual increment: Will be subject to satisfactory annual review assessment based on successful deliveries of TORs and Quantifiable deliverables during the contract term and subject to contract extension beyond one year period. The assessment will be conducted by the reporting officer & subsequent authority as well. However, final approvals, NOL and availability of TA Funds are mandatory.

Clause #III:

TA/DA: - No other facility and claim thereof will be entertained excluding TA/DA for movement on activities/assignments only outside the Karachi station (claim would be equivalent to basic scale 18). But this scale is only mentioned herein for the purpose of calculation of amount and cannot be treated/used in any other references).

Clause IV:

Leave & Attendance: The individual Specialist may avail of max. 02 days casual leave (not as an entitlement) each month subject to prior approval of the reporting officer. Leave without prior permission will be considered violation of the contract. Leave and Attendance guidelines as per the standards applicable in government business, are applicable to the Specialist during the course of this engagement, along with any amendment made thereof. The track record of leave and attendance shall also be one of the factors under annual assessment review.

Clause V:

Taxation: The individual Specialist shall be responsible to pay taxes, duties, fees and other impositions as and when levied on her income, falling under this contract, under the laws of Islamic Republic of Pakistan (deductible at source). If any change in taxation policy is announced during the tenure of this contract then the same will be applicable from its effective date. No alteration / revision shall be made in the gross monthly remuneration amount during the contract period on account of change in taxation policy.

Clause VI:

Stamp Duty: The individual Specialist shall herself arrange the stamp duty papers to the amount equal to applicable government rate, on which this contract will be signed. The amount of duty shall be the total value of the contract i.e. monthly remuneration x duration of instant contract agreement.

Article #04: Termination:

Clause # I: The contract agreement may be terminated without giving any reasons through a written notice of one month by either party; in case of short notice period, one month remuneration will be forfeited.

Clause # II: If an individual Specialist remains absent from duty and fails to intimate/ inform her reporting officer for more than 5 days her contract agreement may be terminated immediately.

Clause # III: Regular non performing individual Specialist in respect to her assigned TORs and Quantified Deliverables is liable to contract termination with immediate effect. And if an individual Specialist commits a misconduct and with impartial enquiry is found guilty, her contract can be terminated with immediate effect or her term of contract agreement can be reduced from 01 to 03 months depending upon severity of the misconduct.

Clause # IV: During the Terms of Engagement, individual Specialist shall devote required time and attention to the performance of the services and shall at all-time act with diligence and efficiency as and when required. She shall hand over all reports, Drawings, CDs, USBs, email messages or what-ever soft and hard material available with her. Individual shall also return (if any) vehicle, equipment and any given items to Karachi Mobility Project, (Yellow Line BRTS) PMT, upon termination or resignation or expiry of the contract. The clearance and experience certificate will only be issued upon receiving of all issued items in satisfactory condition. Payment of last monthly remuneration (either at termination, resignation, expiry- in case Specialist does not want to continue her services beyond stated term of contract or non-extension of the contract agreement) is subject to the issuance of clearance certificate from the reporting officer, and sections respectively.

Clause # V: Individual Specialist will not at any time of the contract term, make official decisions, on behalf of Sindh Mass Transit Authority (SMTA). Government of Sindh unless authorized by the reporting officer/competent authorities.

Clause # VI: The individual Specialist undertakes that no relative under category I and II of W.B staff manual is working or attached with this World Bank program. Specialist also undertakes that in case any such information is found during the contract term, it will be terminated immediately.

Contents of following mentioned clauses are applicable during and even after the completion of the contract term. Any breach/violations made/occurred, will lead to termination of contract with immediate effect and Sindh Mass Transit Authority (SMTA) also reserves the right to initiate legal action against the individual Specialist in accordance with law/rules/regulations.

Clause # VII: The individual Specialist acknowledges that all information in respect of Karachi Mobility Project, Yellow Line BRTS including this project is proprietary and shall not be shared/ hoisted at any medium, without prior consent of the reporting officer as well as competent authority, with any individual or an entity outside the Transport and Mass Transit Department. And the individual shall also refrain from showcasing /highlighting herself at any medium, with any such information/material, which was being collected/visited on official capacity but sharing/projecting it for oneself publicly, as if it was carried out in her private capacity.

Clause # VIII: The individual Specialist refrain from tempering and manipulating of official record/ data for utilizing it at different forums.

13

Clause# IX: The individual specialist refrain from leaking official and confidential information to any party/ individual outside Sindh Mass Transit Authority (SMTA).

Clause# X: Individual Specialist refrain from making any public comments against project (s), officers/officials/Specialists of Karachi Mobility Project, (Yellow Line BRTS), Sindh Mass Transit Authority (SMTA) and all the donor/development agencies.

Clause # XI: The individual Specialist refrain from using her institutional memory against the interest of Government of Sindh, Transport and Mass Transit Department, Karachi Mobility Project, (Yellow Line BRTS) PMT and all the development partners, during and even after the completion of the contract term.

Clause #XII: The individual Specialist is bound to refrain from indulging herself in any kind of political or religious activity including support and contributions of funds during performing of official duties.

Clause #XIII: This assignment is purely contract based and in no way individual specialist shall claim for any benefit other than provided in the contract.

IN WITNESS HEREOF, both parties agree to the terms and conditions of this agreement and by signing this it becomes a binding contract.

Karachi, 10th March, 2021.

Dated: _____

SIGNED BY: _____

Full Name: Ms. Huma Ashar
(CNIC # 42201-1569140-4)

SIGNED BY: _____

Mr. Imran Bhatti, Project Director, Karachi Mobility Project, Yellow Line BRTS, Sindh Mass Transit Authority (SMTA), House No.D-43/I, Shahrah-e-Ghalib, Block-2, Clifton, (near Bilawal Chorangi), Karachi, Pakistan.

WITNESS# 1: Signature with Name, Designation & CNIC No.

Eshwar Munir

10-03-2021 Assistant Director (Business Development)
(45307-352789-7)

WITNESS# 2: Signature with Name, Designation & CNIC No.

RAFAY ALI LAOHARI

Director (Finance & Accounts) SMTA

(42301-3628894-7)

IMRAN BHATTI
PROJECT DIRECTOR
YELLOW LINE BRTS
SINDH MASS TRANSIT AUTHORITY

GOVT OF SINDH
Yellow Line BRTS, Sindh Mass

To,

Wednesday, March 10, 2021

The Project Director,
Yellow Line BRTS,
Sindh Mass Transit Authority,
Government of Sindh,
Karachi.

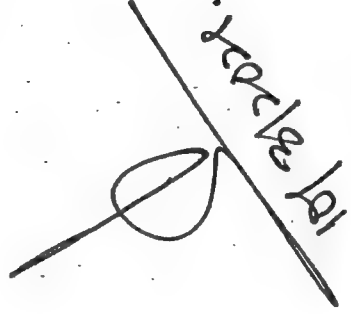
Sub: ACCEPTANCE OF OFFER ORDER.

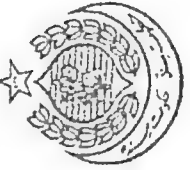
Dear Sir,

In reference to your offer letter No. PD/YLC/SMTA/2021/63/103 for the position of Gender Specialist in your esteemed organization, I am immensely pleased to accept the offer and acknowledge the same. I sincerely thank you for believing in me and offering this position. I will be submitting all required document on my joining date.

Kind Regards


Huma Ashar


10/3/2021
AD (B.D.)



GOVERNMENT OF SINDH
Karachi Mobility Project
(YELLOW LINE BRTS)
SINDH MASS TRANSIT AUTHORITY
TRANSPORT & MASS TRANSIT DEPARTMENT

No. PD/YLC/SMTA/2021/63/103

Karachi Dated: March 8th, 2021

To,


Huma Ashar w/o Ashar Bilal,
House No.N-542, Block 12, Gulistan-e-Johar (Behind Combined CNG Station),
Karachi.

**SUBJECT: OFFER OF APPOINTMENT AS "GENDER SPECIALIST" IN KARACHI
MOBILITY PROJECT, SINDH MASS TRANSIT AUTHORITY (SMTA).**

With the approval of Competent Authority, you are hereby offered the role of "Gender Specialist" in Karachi Mobility Project, Sindh Mass Transit Authority (SMTA) on contract basis for the period of One (01) year (Extendable) with monthly remuneration amounting to Rs. 250,000 (Two Hundred Fifty Thousand Rupees) lump sum on the following terms and conditions:-

- i. You will undergo a medical examination (contract basis) and your contract appointment will be subject to the condition that you are declared medically fit by the competent medical authority.
- ii. You will be on Probation for a period of three (03) months with effect from the date of joining, during which your performance will be monitored and evaluated.
- iii. Your services will be purely on contract basis. You will not be entitled to any government benefits like pension, golden handshake, etc.
- iv. Your conduct amounting to malfeasance, misfeasance and nonfeasance shall make your contract liable to termination. Specifically, your performance lapses during the course of contract period, breach of terms and conditions of this contract and general policies and regulations and/or misconduct will render your contract liable to termination, forthwith, without resort to any formal proceedings.
- v. In case of your tendering resignation, you will not leave the charge of your post unless and until your resignation is formally accepted.
- vi. This letter of appointment will accompany, and form part of a set of documents regarding, *inter alia*, contract agreement together with the terms and conditions of your employment and the Project's policy on various matters; which policies may, from time to time, be altered or amended by the SMTA at its discretion.

- vii. In case you are interested to offer your services beyond the completion of instant contract term, you may put a request in writing at least 45 days prior to completion of contract term.
- viii. Failing to join or expressing your interest, the role would be offered to the next evaluated candidate.
2. If you accept the offer on the terms and conditions specified in the contract agreement, you should report for duty to Project Director. Yellow Line BRTS (Karachi Mobility Project) within seven (07) days of the issuance of this offer letter. Failing, which it will be presumed that you are not willing to accept it which will be cancelled without any notice.


(IMRAN BHATTI) Ex.PCS
PROJECT DIRECTOR
Karachi Mobility Project
YELLOW LINE BRTS

A copy is forwarded for information to:

1. The Secretary, Transport & Mass Transit Department, GoS, Karachi
2. The Managing Director, Sindh Mass Transit Authority, GoS, Karachi
3. Master File.

- Performed tasks assigned by the supervisor

Assistant Project Coordinator

Transparency International Pakistan, USAID Project 9/2014 to 4/2016

- Reviewed, analyzed and monitored complaints received on the hotline. Analyzed all the supporting documents related to the complaints and sent it to USAID Office of Inspector General (via an online database).
- Ensured the smooth running of the project by organizing daily, weekly, monthly, quarterly, annual progress of the AFH's main function through complaints regarding fraud or corruption in USAID funded projects.
- Supervised project team for smooth operation of complaint management system
- Identified procurement fraud and discrepancies while procuring goods and services (specifically in request for quotation) in USAID funded projects implemented by contractors, grantees and sub grantees.
- Assisted purchasing manager in all procurement tasks and participated in on-the-job training.
- Increased women effective participation in reporting fraud and corruption in USIAD funded projects implemented in their areas.
- Provided support to governmental and implementing partners of USAID on how to detect report and prevent fraud and corruption during their operations.
- Prepared quarterly and annual progress reports and was involved in other research-based work, Youth Integrity Survey Report 2015 and analysis related to the project.
- Planned, organized, managed and evaluated Fraud Awareness and Prevention workshops held quarterly across Pakistan targeted the project stakeholders, grantees and sub grantees.
- Assisted in marketing of the project; communicated and negotiated with vendors considering the budget allocated for it.
- Processed the complaints entered on CRM while ensuring that they are communicated with the investigation team effectively.

Research Assistant

Monitoring and Evaluation Unit, Sindh Water Sector Improvement Project funded by The World Bank, Karachi. Pakistan 7/2013 to 8/2014

- Analyzed Biannual Cropping Report of the Project by considering the variables; cropping intensity, cropping pattern, cropping area, farmer's income etc.
- Worked as a team member on the impact of the project on inflation of the project area.
- Involved in other research based work, reports and analysis related to the project.

Lecturer (Volunteer)

Government Degree Girls College Block 12, Gulistan-e-Johar, Karachi. Pakistan 10/2010 to 12/2011

- Acted as a lecturer of Economics and Mathematics of grade 11 and 12

Licenses & Certifications

- IDEAS FOR A BETTER WORLD: LEADING CHANGE THROUGH POLICY MAKING. British Council. Issue Date: June 2020
- Designing a Multidimensional Poverty Index by UNDP-OPHI. Oxford Poverty & Human Development Initiative (OPHI), University of Oxford. Issue Date: May 2020

Publications

- What affects the current account: the role of the government primary balance and productivity shocks? International Economic Journal. RIEJ-2018-0223 (In process)
- “Empirical Analysis of Aggregate Export Demand of Pakistan”, Journal of Global Innovations in Agricultural and Social Sciences (JGIASS). Issue No 4 (1) 2016: 50-55
- “Impact of Import-Export on GDP Growth Rate in Pakistan”, Time Series Data from 2000-2010. Impact: International Journal of Research in Applied, Natural and Social Sciences. Vol - 2-7. Issue Date: July 31, 2014.

Recognition

- Received Certificate of Appreciation from U.S. Agency for International Development (USAID), Office of Inspector General (OIG) in support of work for USAID Project.
- Second Position, B. Sc (Hons) Economics

References

- Will be furnished upon request

APPENDIX XIV
FORM 'P-1'

No. DB/114321-20

The Pakistan Citizenship Act, 1951 (II of 1951) and rules made thereunder (Vide Rule 23)

CERTIFICATE OF DOMICILE

Whereas HUMA MIRZA (in block letters) S/o D/o - MUBIN MIRZA (LATE) (in block letters)

has applied for a certificate of domicile under the Pakistan Citizenship Act, 1951 (II of 1951), alleging with respect to himself / herself the particulars set out below, and has satisfied the undersigned that the conditions laid down in section 17 of the Act for the grant of a certificate of domicile and fulfilled in the said case.

Now, therefore, in pursuance of the power conferred by said Act and rules the made thereunder, the undersigned hereby grants to the said HUMA MIRZA this certificate of domicile.

In witness whereof I have subscribed my name this day of 25/10/2012

Signed _____
Name Deputy Commissioner & D.M.
Designation Karachi East

PARTICULARS RELATING TO THE APPLICANT

Full Name HUMA MIRZA
Father's Name MUBIN MIRZA (LATE)
Address in Pakistan 4-305, BLOCK-19, GULSHAN E IQBAL KARACHI
Address in the country outside Pakistan NIL
Place of domicile { Place KARACHI Tehsil Dist. EAST
Prov./Admn. SINDH
Date of arrival in the Place of domicile BIRTH 21-10-1981
Married / Single / Widow / Widower SINGLE
Name of wife or husband NIL
Name of children and their ages _____

MATRIC INTER FROM KARACHI

Trade or Occupation STUDENT

Marks or Identification PHOTO ATTACHED
521-51-418789

MOTHER'S, N.I.C. No. _____



Prof. Mrs. Ghaffar Gulistan & Sons
Karachi East

Name _____
Designation _____
Place : KARACHI
Date _____

سیٹ نمبر ۱۲۰۶ ایم اے کے اکیڈمی

کراچی یونیورسٹی
University of Karachi

FACULTY OF SOCIAL SCIENCES
Master of Philosophy

whereas

RUBA NINA

RUBIN NINA

D/O

$\frac{A}{B}$

has pursued a course of study prescribed
by this University for the Degree of
Master of Philosophy in the Faculty
of and has passed
the requisite examination held in 2018

۲۱۸ منقذہ میں کامیابی حاصل کر لی ہے،

It is hereby certified that he / she
has been duly admitted to the degree
of Master of Philosophy in (AERC)
in this University.

لہذا تصدیق کی جاتی ہے کہ انھیں اس جامعہ میں
اطلاقاً معائنہ میں ایم۔ فل کے درجہ پر فائز کیا گیا۔
رہے الّا کسی

شیخ الجامعہ
محمد اجمل خاں
الہ عثمان
مسیحیل

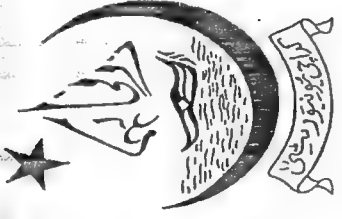
Registrar
Vice-Chancellor
Dated Karachi, the 22ND OCTOBER 2018

۲۰۱۸
مئی ۲۰۱۸
پنجاب، پاکستان

Note:- Detailed transcripts of examination results have been issued separately.

امتیاز کے مضامین اور حاصل کردہ نشانات کی تفصیلات علیحدہ جہاز کی گئی ہیں۔

Seat No. 0053048



۰۰۵۰۲۸

سیٹ نمبر

کراچی یونیورسٹی

University of Karachi

FACULTY OF SCIENCE

Master of Science

کلیہ علوم

ایم۔ ایس سی

Whereas HUSA NIRZA D/O

HOSN NIRZA

has pursued a course of study prescribed by this University for the Degree of Master of Science in ECONOMICS in the Faculty of Science and has passed the requisite examination, held in 2004, having been placed in FIRST class.

It is hereby certified that he/she has been duly admitted to the degree of Master of Science in this University.

مہربانہ صغریٰ

بنت

ہرگاہ حاضراً

نے گزشتہ علوم کے مضمون معاشیت میں ایم۔ ایس سی کی سند کے لیے اس جامعہ کے منظورہ نصاب کی تکمیل کر لی ہے اور مطلوبہ امتحان منعقدہ ۲۰۰۴ میں کامیاب ہو کر اول درجہ حاصل کر لیا ہے،

لہذا تصدیق کی جاتی ہے انھیں اس جامعہ میں ایم۔ ایس سی کے درجہ پروفائز کیا گیا۔

شیخ الجامعہ

مستحق الاموال

۰۰۵۰۲۸

Vice-Chancellor

کراچی، تاریخ ۲۳ جنوری ۲۰۰۷

Registered
Dated Karachi, the 23RD JANUARY 2007

Note:- Detailed transcripts of examination results have been issued separately.

امتحان کے مضامین اور حاصل کردہ نشانات کی تفصیلات علیحدہ طور پر جاری کی گئی ہیں۔

Seat No. 0055048



سیٹ نمبر ۰۰۵۵۰۴۸

کراچی یونیورسٹی

University of Karachi

FACULTY OF SCIENCE

Bachelor of Science (Honours)

کلیۃ علوم

بی۔ ایس سسی (امتیازی)

Whereas HUMA MIRZA D/O

MOEN MIRZA

ہرگاہ حَامِرَا
بنت

has pursued a course of study prescribed by this University for the Degree of Bachelor of Science (Honours) in the Faculty of Science and has passed the requisite examination held in 19 2003 having been placed in FIRST class.

It is hereby certified that he/she has been duly admitted to the degree of Bachelor of Science (Honours) in this University.

Registrar

Vice-Chancellor

Dated Karachi, the 15TH FEBRUARY 2005

Note :- Detailed transcripts of examination results have been issued separately.

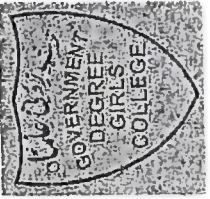
نے کلید علوم کے تحت بی۔ ایس سی (امتیازی) کی سند کے لیے اس جامعہ کے منظورہ نصاب کی تکمیل کر لی ہے اور مطابقت امتحان منعقدہ ۱۹۲۰۰۳ میں کامیاب ہو کر آرڈنر درجہ حاصل کر لیا ہے،
لہذا تصدیق کی جاتی ہے کہ انھیں اس جامعہ میں بی۔ ایس سی (امتیازی) کے درجہ پر فائز کیا گیا۔

شیخ الجامعہ

مستجیل

کراچی بتاریخ ۱۵ ذی ۲۰۰۵

امتحان کے مضامین اور حاصل کردہ نشانات کی تفصیلات علیحدہ جاری کی گئی ہیں۔



GOVERNMENT DEGREE GIRLS COLLEGE
BLOCK # 12, GULISTAN-E- JOHAR (SAFOORA GOTH)
KARACHI

Ref: 1155/2012

Dated: 10/05/2012


To whom It May Concern

This is to certify that Ms Huma Ashar D/O Mubeen Mirza, who holds degree of M.Sc. (Economics), joined this college as co-operative lecturer of Economics in this college for two sessions from October, 2010 to April, 2011 and October, 2011 to December, 2011. During her stay of 10 months with us, she demonstrated amply the qualities of good and seasoned teacher of Economics and Applied Mathematics for Economics.

Because of her strong mathematical background she also provided help/guidance to the pre-engineering and commerce students of this college in mathematics. Being regular in attendance, she always endeavored to complete the syllabus of her subjects in stipulated time.

She is a hard working and devoted teacher. Ms. Huma has all the attributes of a good teacher and she will certainly be an asset to any organization who wishes to employ her. She bears good moral character.

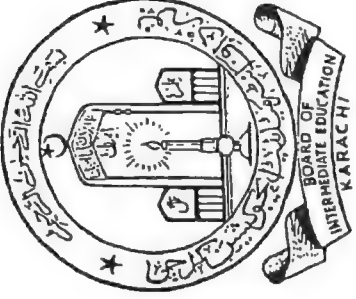
I thank her for her services to this college and wish her good luck in future.


Ms. Huma Ashar
Co-operative Lecturer
Economics
Block # 12, Gulistan-e-Johar
Karachi

BCE A360801

ROLL NO. 74941

بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ
بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ
بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ



Higher Secondary Certificate 2000

This is to certify that Humna Mirza
Mobeen Mirza
Son/Daughter of
has successfully completed the HIGHER SECONDARY CERTIFICATE
EXAMINATION of this Board in Science Group held in
the month of May 2000 as a Regular/Private Candidate in the
subjects mentioned below and has been placed in A GRADE
by securing 858 MARKS in the Aggregate of 1100/1200/200.

(a) Compulsory Subjects:

Normal I & II

1. Urdu
Easy I & II / N.M.T. / Sindhi
History and Culture of Pakistan
Pakistan Studies (For Foreigners)

2. English Normal / Advance

3. Islamic Education / Civics (c)

4. Pakistan Studies (c)

Karachi, Pakistan

Dated, the 7th October, 2003.

(b) Elective Subjects:

5. Physics
6. Chemistry
7. Mathematics

SECRETARY

(This Certificate is issued without any alteration or erasing.)

Sl. No.

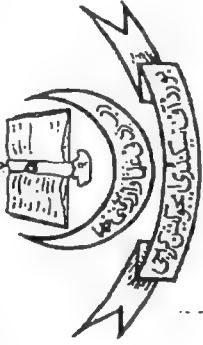
M - 29402

Roll No.

208610

Board of Secondary Education, Karachi

بورد ثانوی تعلیم کراچی



Secondary School Certificate Examination, 1998

SCIENCE GROUP

Certified that

HUMA MIRZA

Son/Daughter of MOBIN MIRZA

whose date of birth is TWENTY-SECOND DAY OF OCTOBER
one thousand nine hundred EIGHTY ONE has duly passed
the Secondary School Certificate Examination held in the
month of APRIL 1998 as A REGULAR Candidate
in the subjects mentioned below and has been placed in

GRADE

A-ONE

He/She obtained

738

Marks.

COMPONENT I

SINDHI SALEES

COMPONENT II

MATHEMATICS

URDU

BIOLOGY

ENGLISH

PHYSICS

PAKISTAN STUDIES

CHEMISTRY

ISLAMIAT

COMPONENT III

He/She offered XXXXXXXXXX

as Vocational Subject and has been awarded grade XX
by his/her Institution on the basis of Internal Assessment

DATED 23-10-1999

SHAFIULLAH
Secretary

Note: This certificate is issued without alteration of signature.
Please also see on the reverse.



TRANSPARENCY INTERNATIONAL-PAKISTAN

4-C, Mezzanine Floor, Khayaban-e-Itehad, Phase VII,
Defence Housing Authority, Karachi.
Tel: (92-21) 35390408, 35311897-8,
Fax: (92-21) 35390410
E-mail: ti.pakistan@gmail.com
Website: www.transparency.org.pk

November 30, 2019

To Whom It May Concern:

This is to confirm that Ms. Huma Ashar bearing NIC # 42201-1569140-4 was employed by Transparency International Pakistan from August 01, 2018 to November 30, 2019 as Assistant Manager Project, USAID Anti-Fraud Hotline project.

We take this opportunity to thank her for her hard work, and wish her good luck in her future endeavors.



Saad Rashid (Mr.)
Executive Director



THE FEDERATION OF PAKISTAN
CHAMBERS OF COMMERCE & INDUSTRY
وفاق اہوان مائے تجارت و صنعت - پاکستان

FPCCI/HR/2018
30th March 2018

TO WHOM IT MAY CONCERN

This is to certify that Ms. Huma Ashar joined as internee in the Research & Development Department of the FPCCI on 1st February 2018 and was relieved on 30th March 2018.

She is intelligent, hardworking and takes her job seriously. She is methodical in her work. Her performance has been satisfactory, with the passage of time she can produce better results.

This certificate is being issued on her request.

B. Ayaz

Lt Col Mukhtar Ahmed Butt @
Director General Administration & HR

FPCCI Head Office, Karachi	FPCCI Capital Office, Islamabad	FPCCI Regional Office, Lahore	FPCCI Regional Office, Peshawar	FPCCI Regional Office, Quetta
Federation House, Main Clifton, Karachi, Pakistan. Tel: 021-35873691-94 Fax: (92-21) 35874332 E-mail: info@fpcci.org.pk Web: www.fpcci.org.pk	G-8/1, Akiwan-e-Sanat-o-Tijarat Road, Mauve Area, Islamabad. Tel: (92-51) 2251891-3, 2289303 Fax: (92-51) 2251894 Email: islamabad.capital@fpcci.org.pk	50-A, Tufail Road, Lahore Cantt. Tel: 042-36670970-71 Fax: (92-42) 36670972 E-mail: lahore.regional@fpcci.org.pk	Suit # 9 & 10, 2nd Floor, Azam Tower, University Road, Peshawar. Tel: 091-5704291-2 Fax: (92-91) 5846259 E-mail: peshawar.regional@fpcci.org.pk	Cell: 0332-7860717 E-mail: quetta.regional@fpcci.org.pk

ISLAMIC RESEARCH AND TRAINING
INSTITUTE (IRTI)



INSTITUT ISLAMIQUE DE RECHERCHES
ET DE FORMATION (IIRF)

المعهد الإسلامي للبحوث والتدريب

A MEMBER OF THE ISLAMIC DEVELOPMENT BANK
GROUP

عضو مجموعة البنك الإسلامي للتنمية

MEMBRE DU GROUPE DE LA BANQUE ISLAMIQUE
DE DEVELOPPEMENT

Date (H) التاريخ :

Date (G) 4 OCT 2017 الموافق :

No : 1EF0 / 487 الرقم :

Enc: المرفقات :

TO WHOM IT MAY CONCERN

This is to certify that Mrs. Huma Ashar, worked as an Intern/Trainee in Islamic Research and Training Institute (IRTI) a Member of Islamic Development Bank Group from 5 July, 2017 to 5 October, 2017 with our entire satisfaction.

During her working period, she was found sincere, hardworking and punctual with a professional attitude. She demonstrated good research skills with self-motivated attitude to learn more.

We wish every success in her future.

Dr. Ahmed Iskanderani
Acting Director General, IRTI



P.O.BOX 9201, JEDDAH 21413
KINGDOM OF SAUDI ARABIA

TELEPHONE: (00966-2) 6361400 CABLE ADDRESS : BANKISLAM - JEDDAH
FACSIMILE: (00966-2) 6378827 / 6366871

B.P. 9201, DJEDDAH - 21413

ROYAUME D'ARABIE SAOUDITE

ADRESSE TELEGRAPHIQUE: BANKISLAM - DJEDDAH

TELEPHONE: (00966-2) 6361400

FACSIMILE : (00966-2) 6378827/6366871

E-Mail: IRTI@ISDB.ORG Home page: HTTP://WWW.IRTI.ORG

ص ب ٩٢٠١ جدة ٢١٤١٣

المملكة العربية السعودية (الرياض) : بنك إسلامي جدة

فاكس: ٦٣٦٦٨٧١ / ٦٣٧٨١٢٧



TRANSPARENCY INTERNATIONAL-PAKISTAN

5-C, 2nd Floor, Khayaban-e-Itehad, Phase VII,
Defence Housing Authority, Karachi.
Tel: (92-21)-35390408, 35390409, Fax: 35390410
E-mail: ti.pakistan@gmail.com
Website: www.transparency.org.pk

April 20, 2016.

To Whom It May Concern

Mrs Huma Ashar has worked with Transparency International Pakistan in the capacity of Assistant Project Coordinator of the USAID Anti-Fraud Hotline from September 4, 2014 to April 20, 2016. The Anti-Fraud Hotline, an innovative project for the prevention of fraud, wastage and abuse in USAID funded projects under the \$ 7.5 billion USAID grant to Pakistan under the Kerry Lugar bill.

Huma was responsible for the complaint handling of the project. She monitored the complaints, analyzed them and completed stats on a weekly and monthly basis. She assisted in the preparation of the weekly, quarterly and annual reports. She also helped in the marketing and event management of the project. Huma was a part of the team responsible in the research of the National Integrity Systems and Youth Integrity Survey.

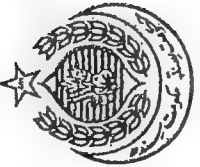
During her stay with us, Mrs Huma Ashar has been a dedicated and valuable employee and has worked hard at all tasks assigned to her. She has always exhibited sound judgment and was a trusted employee.

She left the organization on her own accord. We wish her all the best in her future endeavors.

Saad Rashid
Executive Director



Transparency International Pakistan




Government of Sindh
Planning & Development Department
Project Coordination & Monitoring Unit
Water Sector Improvement Project

September 11, 2014

TO WHOM IT MAY CONCERN

This is to certify that Ms. Huma Mirza has worked for our organization as Research Assistant from *July 2013 to August 2014*. She has provided support in the economic analysis of the biannual crop reports data of 3 years by using the economic research tools.

During her work she proved a diligent and honest person. She has a pleasant personality and friendly attitude towards her colleagues. She is bearing a good moral character. We wish her success in her professional career.


Dr. Nisar A. Memon

Director
Monitoring & Evaluation

87

مرکزہ: مکان نمبر N-547، پلاٹ 12، عطر گلستان 42201-1569140-4

جمہوریہ شرقی

مستقل: قصبہ نمبر C-8، پلاٹ 10، عطر گلستان بازار

مکمل: اقبال پورہ شرقی

103781070462
521-81-418791

سندھ پولیس
Sindh Police
Sindh Police

گمشدہ کارڈ ملے پر قریبی ایونکس پیش ڈال دیں

مرکزہ: مکان نمبر N-547، پلاٹ 12، عطر گلستان 42201-1569140-4

جمہوریہ شرقی

مستقل: قصبہ نمبر C-8، پلاٹ 10، عطر گلستان بازار

مکمل: اقبال پورہ شرقی

103781070462
521-81-418791

سندھ پولیس
Sindh Police
Sindh Police

گمشدہ کارڈ ملے پر قریبی ایونکس پیش ڈال دیں

مرکزہ: مکان نمبر N-547، پلاٹ 12، عطر گلستان 42201-1569140-4

جمہوریہ شرقی

مستقل: قصبہ نمبر C-8، پلاٹ 10، عطر گلستان بازار

مکمل: اقبال پورہ شرقی

103781070462
521-81-418791

سندھ پولیس
Sindh Police
Sindh Police

گمشدہ کارڈ ملے پر قریبی ایونکس پیش ڈال دیں

مرکزہ: مکان نمبر N-547، پلاٹ 12، عطر گلستان 42201-1569140-4

جمہوریہ شرقی


مستقل: قصبہ نمبر C-8، پلاٹ 10، عطر گلستان بازار

مکمل: اقبال پورہ شرقی

103781070462
521-81-418791

سندھ پولیس
Sindh Police
Sindh Police

گمشدہ کارڈ ملے پر قریبی ایونکس پیش ڈال دیں



PAKISTAN National Identity Card
ISLAMIC REPUBLIC OF PAKISTAN

Name
Huma Ashar

Husband Name
Ashfar Bilal


Gender: Country of stay
F Pakistan


Identity Number
42201-1569140-4


Date of Birth
21.10.1981

Date of Issue
07.02.2015

Date of Expiry
07.02.2022







PAKISTAN National Identity Card
ISLAMIC REPUBLIC OF PAKISTAN

Name
Huma Ashar

Husband Name
Ashfar Bilal


Gender: Country of stay
F Pakistan


Identity Number
42201-1569140-4


Date of Birth
21.10.1981

Date of Issue
07.02.2015

Date of Expiry
07.02.2022







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ISLAMIC REPUBLIC OF PAKISTAN

Name
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Husband Name
Ashfar Bilal


Gender: Country of stay
F Pakistan


Identity Number
42201-1569140-4


Date of Birth
21.10.1981

Date of Issue
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Date of Expiry
07.02.2022







PAKISTAN National Identity Card
ISLAMIC REPUBLIC OF PAKISTAN

Name
Huma Ashar

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Ashfar Bilal


Gender: Country of stay
F Pakistan


Identity Number
42201-1569140-4

Date of Birth
21.10.1981

Date of Issue
07.02.2015

Date of Expiry
07.02.2022





95

To
The Director Administration
Yellow Line BRTS
Sindh Mass Transit Authority
Karachi

March 8, 2021

Subject: SALARY ACCOUNT INFORMATION- GENDER SPECIALIST

Dear Sir,

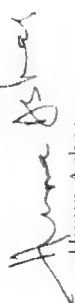
In reference to your offer letter No. PD YLC/SMTA 2021 63/103 dated March 8, 2021 for the position Gender Specialist in SMTA, I Huma Ashar bearing CNIC No. 42201-1569140-4 would like to share my account details in order to disburse salary as follows:

ACCOUNT TITLE: HUMA ASHAR

BANK NAME: STANDARD CHARTERED BANK (PAKISTAN) LIMITED DHA PHASE 2

ACCOUNT NUMBER: PK40 SCBL 0000 0017 0600 4001

Best Regards


Huma Ashar
Gender Specialist
Sindh Mass Transit Authority

92

To
The Director Administration
Yellow Line BRTS
Sindh Mass Transit Authority
Karachi

March 31, 2021

Subject: SALARY ACCOUNT INFORMATION- GENDER SPECIALIST

Dear Sir,

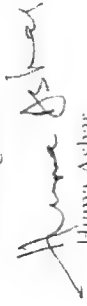
In reference to your offer letter No. PD YLC SMTA 2021 63 103 dated March 8, 2021 for the position Gender Specialist in SMTA, I Huma Ashar bearing CNIC No. 42201-1569140-1 would like to share my account details in order to disburse salary as follows:

ACCOUNT TITLE: HUMA ASHAR

BANK NAME: STANDARD CHARTERED BANK (PAKISTAN) LIMITED DHA PHASE 2

ACCOUNT NUMBER: PK40 SCBL 0000 0017 0600 4004

Best Regards



Huma Ashar
Gender Specialist
Sindh Mass Transit Authority

18

Cheque No 38660756

Standard Chartered
Standard Chartered Bank (Pakistan) Limited
KARACHI - PAKISTAN

or bearer

Date

PKR

Signature

Pay _____
Rupees _____

PK40 SCBL 0000 0017 0600 4001
HUMA ASHAR

Please do not write below this line.

38660756038005700000017060040010000

Cheque No. 38660756

128

Cheque No 38660756

Standard Chartered Bank (Pakistan) Limited
STANDARD CHARTERED BANK (PAKISTAN) LIMITED
KARACHI - PAKISTAN

Date _____
or bearer _____
Pay _____ Rupees _____

PK40 SCBL 0000 0017 0600 4001
HUMA ASHAR

Please do not write below this line:
38660756 038005710001001706004001000

Signature _____
PKR

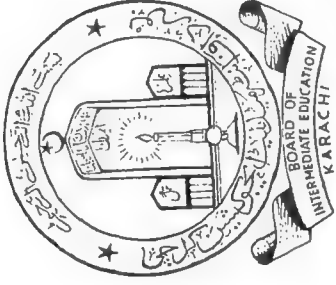
PAID	
DATE	
AMOUNT	
CHECK NO.	
ISSUED BY	
SIGNATURE	
REMARKS	

Cheque No. 38660756

BCE A 360801

ROLL NO. 74941

بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ
مجلس امتحان
تعليم متوسط
کراچی



Higher Secondary Certificate 2000

This is to certify that Huma Mirza
Mobeen Mirza
Son/Daughter of

has successfully completed the HIGHER SECONDARY CERTIFICATE

EXAMINATION of this Board in Science Group held on
the month of May 2000 as a Regular/Private Candidate in the
subjects mentioned below and has been placed in A GRADE
by securing 858 MARKS in the Aggregate of 1100/1200/200.

(a) Compulsory Subjects:

Normal I & II

1. Urdu
Easy I & II / N.M.T. / Sindhi
History and Culture of Pakistan
Pakistan Studies (For Foreigners)

2. English Normal / Advance

3. Islamic Education / Civics (c)

4. Pakistan Studies (c)

(b) Elective Subjects:

5. Physics
6. Chemistry
7. Mathematics

Karachi, Pakistan

Dated, the 7th October, 2003.

SECRETARY

(This Certificate is issued without any alteration or erasing.)

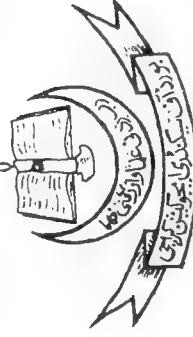
Sl. No.

M - 29402

Board of Secondary Education, Karachi

Roll No.

202610



Secondary School Certificate Examination, 1998

SCIENCE GROUP

Certified that

HUNA MIRZA

Son/Daughter of MOBIN MIRZA

whose date of birth is TWENTY-SECOND

DAY OF OCTOBER

one thousand nine hundred EIGHTY ONE

has duly passed

the Secondary School Certificate

Examination

held in the

month of APRIL 1998 as A REGULAR

Candidate

in the subjects mentioned below and has been

placed in

GRADE A-ONE

He/She obtained

738

Marks.

COMPONENT I

COMPONENT II

SINDHI SALEES

MATHEMATICS

URDU

BIOLOGY

ENGLISH

PHYSICS

PAKISTAN STUDIES

CHEMISTRY

ISLAMIAT

COMPONENT III

He/She offered XXXXXXXXXX

as Vocational Subject and has been awarded grade XX

by his/her Institution on the basis of Internal Assessment

DATED 23-10-1999

Note: This certificate is issued without alteration in nature.
Please also see on the reverse

SHAFIULLAH
Secretary



SERVICES HOSPITAL
GOVERNMENT OF SINDH
KARACHI

NO.SHK/MED/PF//

795 Dated 23-03-2021

Ref No* SMTA/ML-KMP/2021/L-128 DATED: 24/03/2021

Medical Fitness Certificate

I / We hereby certify that I / We have examined Mr / Mrs / Miss HUMA ASHAR

W/O ASHAR BILAL a candidate for employment in the

TRANSPORT & MASS TRANSIT Department and cannot discover that he

NZL

/she has any disease, constitutional weakness or bodily infirmity except

I / We do not consider this a disqualification for employment in

GENDER SPECIALIST

the office of

39 1/2 YEARS

His age is, according to his/her own statement

and by appearance about

years.

Female Left temporal area

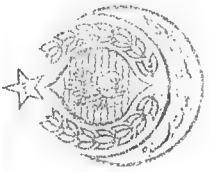
Mark of Identification:

C.N.I.C.No.42201-1569140-4

CIVIL SURGEON
KARACHI

A.N.A

SGP Kar 1-111170-50-000-8-96-OFPSFT-991955



SERVICES HOSPITAL
GOVERNMENT OF SINDH
KARACHI

NO.SHK/MED/PF// 795 Dated 23-03-2021

Ref No* SMTA/ML-KMP/2021/L-128 DATED: 24/03/2021

Medical Fitness Certificate

I / We hereby certify that I/We have examined Mr/Miss HUMA ASHAR
W/O ASHAR BILAL a candidate for employment in the

TRANSPORT & MASS TRANSIT Department and cannot discover that he
/she has any disease, constitutional weakness or bodily infirmity except NZ L

I / We do not consider this a disqualification for employment in

the office of GENDER SPECIALIST

His age is, according to his/her own statement 39 1/2 YEARS
and by appearance about Forty by years.

Mark of Identification: Mole Near left temporal area

C.N.I.C No 42201-1569140-4



Dr CIVIL SURGEON
KARACHI

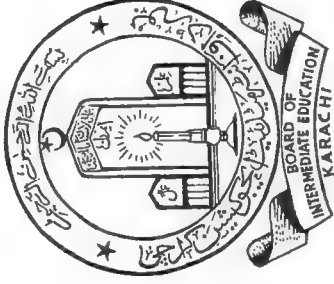
A.N.A

810A

BIE A360801

ROLL NO. 74941

بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ
بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ



Higher Secondary Certificate 2000

This is to certify that Humna Mirza

Son/Daughter of Mobeen Mirza

has successfully completed the **HIGHER SECONDARY CERTIFICATE**

EXAMINATION of this Board in Science Group held in

the month of May 2000 as a Regular/Private Candidate in the

subjects mentioned below and has been placed in A **GRADE**

by securing 858 **MARKS** in the Aggregate of 1100/1200/200.

(a) Compulsory Subjects:

1. Urdu Normal I & II
Easy I & II / N.M.T. / Sindhi
History and Culture of Pakistan
Pakistan Studies (For Foreigners)

2. English Normal | Advance

3. Islamic Education/ Civics (c)

4. Pakistan Studies (c)

Karachi, Pakistan
Dated, the

7th October, 2003.

SECRETARY

(This Certificate is issued without any alteration or erasing.)

Sl. No.

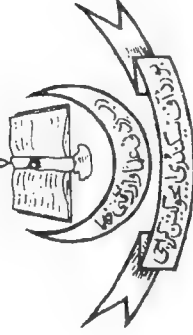
M - 29402

Roll No.

208610

Board of Secondary Education, Karachi

بورد ثانوی تعلیم کراچی



Secondary School Certificate Examination, 1998

SCIENCE GROUP

Certified that

HUMA MIRZA

Son/Daughter of NOBIN MIRZA

whose date of birth is TWENTY-SECOND DAY OF OCTOBER
one thousand nine hundred EIGHTY NINE has duly passed
the Secondary School Certificate Examination held in the
month of APRIL 1998 as A REGULAR Candidate
in the subjects mentioned below and has been placed in

GRADE

A-ONE

He/She obtained

738

Marks.

COMPONENT I

SINDHI SALEES

URDU

ENGLISH

PAKISTAN STUDIES

ISLAMIAT

COMPONENT III

COMPONENT II

MATHEMATICS

BIOLOGY

PHYSICS

CHEMISTRY

He/She offered XXXXXXXXXX

as Vocational Subject and has been awarded grade XX
by his/her Institution on the basis of Internal Assessment

DATED 23-10-1999

Note: This certificate is issued without alteration. Please also see on the reverse.

SHAFIULLAH
Secretary



No. SMTA/ML-KMP/2021/L-102
GOVERNMENT OF SINDH
SINDH MASS TRANSIT AUTHORITY
TRANSPORT & MASS TRANSIT DEPARTMENT

Karachi Dated: 24th March, 2021

To,

The Medical Superintendent,
Services Hospital,
Karachi.

SUBJECT: OFFER OF APPOINTMENT AS "GENDER SPECIALIST" ON CONTRACT
BASIS IN KARACHI MOBILITY PROJECT, SINDH MASS TRANSIT
AUTHORITY, TRANSPORT & MASS TRANSIT DEPARTMENT, GOS

I am directed to refer to the subject noted above and to state that Mrs. Huma Ashar w/o Ashar Bilal has been appointed as a "Gender Specialist" in Karachi Mobility Project, Sindh Mass Transit Authority (SMTA), vide Offer Letter No. PD/YLC/SMTA/2021/03/103 dated 8th March 2021 on contract basis (copy enclosed).

2. It is, therefore, requested that she may be medically examined and issue medical fitness report.

23/03/2021

BABAR ALI KHAN
Administrative & HR Officer

A copy is forwarded for information:-

1. Project Director, Karachi Mobility Project, BRT Yellow Line, GoS.
2. PS to the Managing Director, SMTA, Karachi
3. Office Notification File.



No. SMTA/BANK-ACC/2021/L-128
GOVERNMENT OF SINDH
SINDH MASS TRANSIT AUTHORITY
TRANSPORT & MASS TRANSIT DEPARTMENT

Karachi Dated: 24th March, 2021

To,

The Branch Manager,
Sindh Bank,
Kehkashan Branch, Clifton,
Karachi.

SUBJECT: OPENING - SALARY ACCOUNT

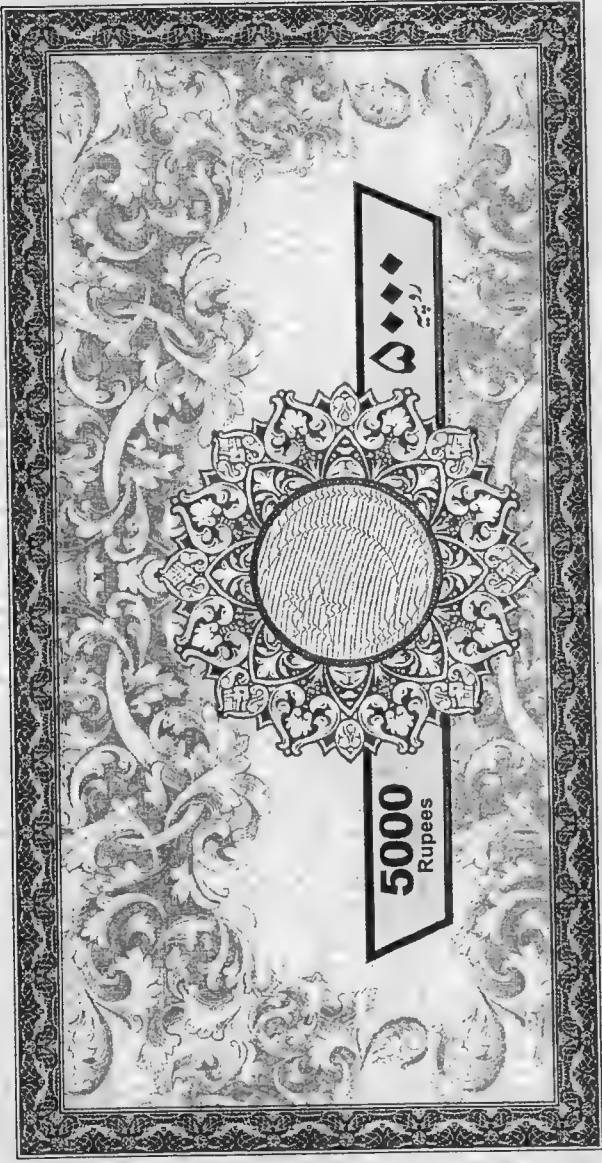
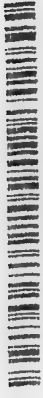
This is to certify **Mrs. Huma Ashar w/o Ashar Bilal** has been working as **Gender Specialist** at Karachi Mobility Project, Sindh Mass Transit Authority (SMTA), Transport & Mass Transit Department (TMTD), Government of Sindh. It is requested to open her Bank Account for to transfer salary of the said employee.

BABAR ALI KHAN
Administrative & HR Officer

A copy is forwarded for information and necessary action to:-

- ✓ 1. Project Director, Karachi Mobility Project, BRT Yellow Line, GoS.
2. Director (Finance & Accounts), SMTA, Karachi
3. PS to the Managing Director, SMTA, Karachi
4. Master File

424307



RUPEES FIVE THOUSAND ONLY

STAMP OFFICIALS COURT, KARACHI

Issued to Ms. Huma Ashar 18/11/2021
 CHARGE NO. 15026
 Value DS 9,000/-
 On behalf of Client No. 90-8-2-27
 for the purpose of S.D.
 Entry No. 3 on 8-3-21

CONTRACT AGREEMENT

This contract agreement is being executed w.e.f. 10-03-2021

-----, Karachi Mobility Project, (Yellow Line BRTS), Sindh Mass Transit Authority (SMTA), Government of Sindh under the World Bank - Technical Assistance (hereinafter called the "Client") and, therefore, SMTA act as the party of the First Part.

AND

Ms. Huma Ashar, hereinafter referred as the 'Individual Specialist' Gender Specialist, Karachi Mobility Project, (Yellow Line BRTS), Sindh Mass Transit Authority (SMTA), Government of Sindh for rendering services as per following Terms of References and Terms & Conditions (Article 01 to 04) to be adhered strictly during the term of the consultancy.

TERMS OF REFERENCES:

A-Key Responsibilities

Under the guidance and direct supervision of the Project Director, the Gender Specialist will advise Project Management Team on gender policies and trends and relevant linkages to the mobility projects. The Gender Specialist provides analysis for formulation of strategies and briefings to PMT. The Gender Specialist advocates for and represents KMP in her area of expertise as requested by her supervisor. The major area of responsibility for the Gender Specialist includes:

- Develop, Coordinate and support the Sindh Mass Transit Authority team in establishing and implementing gender-sensitive monitoring, evaluation, learning and reporting systems. Work closely with the stakeholders to develop the data collection and analysis tools for the baseline assessment to guarantee gender and social inclusion considerations.
- Prepare draft Gender Action Plan (GAP) for the yellow line project implementation and SMTA institutional strengthening with timelines and milestones.
- Facilitate to implement the action plans and undertake capacity strengthening activities on gender for SMTA in line with Gender Action Plan (GAP).

D539290



MUHAMMAD SHOAB STAMP VENDOR

LICENCE NO 119, SHOP NO 04, 08 MAR 2021

WAZIR HUSSAIN STAMP HOUSE, KARACHI

STAMP NO. 119, SHOP NO 04, 08 MAR 2021

ISSUED TO WITH ADDRESS WAZIR HUSSAIN STAMP HOUSE, KARACHI

THROUGH WITH ADDRESS WAZIR HUSSAIN STAMP HOUSE, KARACHI

PAID BY SE. 200/119, AMJAD CHOCHAN, Advocate

VALUE RS. 200/119, AMJAD CHOCHAN, Advocate

STAMP VENDOR SIGNATURE, Langer # 8079-HC

Do Not Use Diverted and Fee with Address, KARACHI

Will not responsible for any illegal use of stamp

RUPEES TWO HUNDRED

- Train staff with direct passenger interaction (e.g. station staff, ticket staff, bus drivers, guards) on passenger management on stations and buses, priority passengers and the timely and proper handling of sexual harassment and other crimes that threaten women passengers' security.
- Support the development of campaign messages on sexual harassment on transport, facilitate in designing messages to be displayed in buses and bus stops on BRT routes especially on yellow Line Corridor.
- Support and guide the GBV service provider in establishing a GBV grievance redressal mechanism and promote grievance/complaints and compliments procedures as part of customer service to deal confidentially with GBV complaints including harassment from women and girls, boys, minorities etc.
- Participate in regular meetings organized by GBV Service Provider.
- Establish system of recording instances of harassment of any passenger/or any other GBV incident on yellow corridor, whether reported, observed or directly experienced, and its location & actions taken against offenders/how it was resolved.
- Any other task relevant to the position and as per requirement.

DEMONSTRATION OF CORE COMPETENCIES:

- Promotes sharing of knowledge and experience, and actively works towards continued personal learning and development.
- Displays culture, gender, religion, race, nationality and age sensitivity and adaptability.
- Good practical knowledge of inter-disciplinary development issues.
- Ability to go beyond established procedures and models, propose new approaches which expand the range of projects.
- Builds strong relationships with all stakeholders, focuses on impact and results and responds positively to critical feedback.
- Consistently approaches work with energy and a positive, constructive attitude.
- Remains calm, in control and good humored even under pressure.
- Proven networking, team building, organizational and communication skills.
- Ability to work in a multi-cultural team environment with a positive attitude.

TERMS & CONDITIONS:

WHEREAS the Karachi Mobility Project, (Yellow Line BRTS), Sindh Mass Transit Authority (SMTA), Government of Sindh has agreed to execute the agreement with above named individual under World Bank Technical operated through Karachi Mobility Project, (Yellow Line BRTS), Sindh Mass Transit Authority (SMTA), Government of Sindh, in accordance with the Legal & Financing Agreement with World Bank and their stated guidelines.

Article #01: Engagement of Services:

Clause # I: Karachi Mobility Project, (Yellow Line BRTS). Sindh Mass Transit Authority (SMTA), Government of Sindh has agreed to engage the services of **Ms. Humna Ashar** as Gender Specialist and she has accepted the offer.

Clause #II: The individual Specialist would be placed at the disposal of Project Director, Karachi Mobility Project. (Yellow Line BRTS). Sindh Mass Transit Authority (SMTA), Government of Sindh.

Clause # III: That above named individual Specialist shall perform her duties assigned to her by the Project Director, Karachi Mobility Project, (Yellow Line BRTS), Sindh Mass Transit Authority (SMTA) (hereinafter called the "Duty Station") from time to time.

Clause # IV: This contractual offer/agreement is purely a consultancy contract on World Bank TA under the approved WB legal and financing agreement clauses with Government of Pakistan. The Specialist is not entitled to any Government benefits like pension, etc at any stage of this contract and even after the expiry of the contract. This consultancy cannot be converted/termed/used for any purpose of regularization on contractual or permanent basis or any kind of government service/ employment.

Article #02: Commencement of Engagement & Duration:

Clause # I: The term of engagement will commence from -----, The term of this contract agreement is for a period up to -----, only (Extendable on mutual and agreed term and conditions as contained in Article 03, Clause II) . No intimation is binding upon Karachi Mobility Project, (Yellow Line BRTS) to inform Specialist about the completion of this contract term, in advance.

Clause # II: In case Specialist is interested to offer her services beyond the completion of instant contract term, she may put a request in writing at least 45 days but not less than 35 days, prior to the completion of her contract term. It is the prerogative of Karachi Mobility Project, (Yellow Line BRTS) PMT to either consider or reject such request without giving any reason thereof. Even in case, any consideration on extension request, if made, it is also subject to annual review assessments, approvals, NOL and availability of TA funds.

Article #03: Remuneration, Annual Performance Review, TA/DA, Leave, Taxation & Stamp Duty:

Clause #I: **Remuneration:**

- a) A fix monthly package of Rs. 250,000/- (Two Hundred Fifty Thousand Rupees) lump sum inclusive of all taxes. Incentives including provision of official laptop (subject to need and availability) and Internet facility within the office premises will be provided throughout the agreement period.
- b) The Specialist will be responsible to maintain internet facility outside the office premises by herself, as she is required to attend urgent official

65

assignments in a timely manner. In case official laptop is not provided (due to any reason), the Specialist will herself arrange and bear its maintenance & depreciation cost.

- c) Effective completion of task(s) from any location outside office even on leave/public holiday(s) shall also be one of factors in determining the efficiency and responsiveness of individual Specialist during annual review assessment.

Clause # II:

Annual performance award and/or annual increment: Will be subject to satisfactory annual review assessment based on successful deliveries of TORs and Quantifiable deliverables during the contract term and subject to contract extension beyond one year period. The assessment will be conducted by the reporting officer & subsequent authority as well. However, final approvals, NOL and availability of TA Funds are mandatory.

Clause #III:

TA/DA: - No other facility and claim thereof will be entertained excluding TA/DA for movement on activities/assignments only outside the Karachi station (claim would be equivalent to basic scale 18). But this scale is only mentioned herein for the purpose of calculation of amount and cannot be treated/used in any other references).

Clause IV:

Leave & Attendance: The individual Specialist may avail of max. 02 days casual leave (not as an entitlement) each month subject to prior approval of the reporting officer. Leave without prior permission will be considered violation of the contract. Leave and Attendance guidelines as per the standards applicable in government business, are applicable to the Specialist during the course of this engagement, along with any amendment made thereof. The track record of leave and attendance shall also be one of the factors under annual assessment review.

Clause V:

Taxation: The individual Specialist shall be responsible to pay taxes, duties, fees and other impositions as and when levied on her income, falling under this contract, under the laws of Islamic Republic of Pakistan (deductible at source). If any change in taxation policy is announced during the tenure of this contract then the same will be applicable from its effective date. No alteration / revision shall be made in the gross monthly remuneration amount during the contract period on account of change in taxation policy.

Clause VI:

Stamp Duty: The individual Specialist shall herself arrange the stamp duty papers to the amount equal to applicable government rate, on which this contract will be signed. The amount of duty shall be the total value of the contract i.e. monthly remuneration x duration of instant contract agreement.

Article #04: Termination:

Clause # I:

The contract agreement may be terminated without giving any reasons through a written notice of one month by either party; in case of short notice period, one month remuneration will be forfeited.

Clause # II:

If an individual Specialist remains absent from duty and fails to intimate/ inform her reporting officer for more than 5 days her contract agreement may be terminated immediately.

Clause # III:

Regular non performing individual Specialist in respect to her assigned TORs and Quantified Deliverables is liable to contract termination with immediate effect. And if an individual Specialist commits a misconduct and with impartial enquiry is found guilty, her contract can be terminated with immediate effect or her term of contract agreement can be reduced from 01 to 03 months depending upon severity of the misconduct.

Clause # IV:

During the Terms of Engagement, individual Specialist shall devote required time and attention to the performance of the services and shall at all-time act with diligence and efficiency as and when required. She shall hand over all reports, Drawings, CDs, USBs, email messages or whatever soft and hard material available with her. Individual shall also return (if any) vehicle, equipment and any given items to Karachi Mobility Project, (Yellow Line BRTS) PMT, upon termination or resignation or expiry of the contract. The clearance and experience certificate will only be issued upon receiving of all issued items in satisfactory condition. Payment of last monthly remuneration (either at termination, resignation, expiry- in case Specialist does not want to continue her services beyond stated term of contract or non-extension of the contract agreement) is subject to the issuance of clearance certificate from the reporting officer, and sections respectively.

Clause # V:

Individual Specialist will not at any time of the contract term, make official decisions, on behalf of Sindh Mass Transit Authority (SMTA), Government of Sindh unless authorized by the reporting officer/competent authorities.

Clause # VI:

The individual Specialist undertakes that no relative under category I and II of W.B staff manual is working or attached with this World Bank program. Specialist also undertakes that in case any such information is found during the contract term, it will be terminated immediately.

Contents of following mentioned clauses are applicable during and even after the completion of the contract term. Any breach/violations made/occurred, will lead to termination of contract with immediate effect and Sindh Mass Transit Authority (SMTA) also reserves the right to initiate legal action against the individual Specialist in accordance with law/rules/regulations.

Clause # VII:

The individual Specialist acknowledges that all information in respect of Karachi Mobility Project, Yellow Line BRTS including this project is proprietary and shall not be shared/ hoisted at any medium, without prior consent of the reporting officer as well as competent authority, with any individual or an entity outside the Transport and Mass Transit Department. And the individual shall also refrain from showcasing /highlighting herself at any medium, with any such information/material, which was being collected/visited on official capacity but sharing/projecting it for oneself publicity, as if it was carried out in her private capacity.

Clause #VIII: The individual Specialist refrain from tempering and manipulating of official record/ data for utilizing it at different forums.

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Clause# IX: The individual specialist refrain from leaking official and confidential information to any party/ individual outside Sindh Mass Transit Authority (SMTA).

Clause# X: Individual Specialist refrain from making any public comments against the project (s), officers/officials/Specialists of Karachi Mobility Project; (Yellow Line BRTS), Sindh Mass Transit Authority (SMTA) and all the donor/development agencies.

Clause # XI: The individual Specialist refrain from using her institutional memory against the interest of Government of Sindh, Transport and Mass Transit Department, Karachi Mobility Project, (Yellow Line BRTS) PMT and all the development partners, during and even after the completion of the contract term.

Clause #XII: The individual Specialist is bound to refrain from indulging herself in any kind of political or religious activity including support and contributions of funds during performing of official duties.

Clause #XIII: This assignment is purely contract based and in no way individual specialist shall claim for any benefit other than provided in the contract.

IN WITNESS HEREOF, both parties agree to the terms and conditions of this agreement and by signing this it becomes a binding contract.

Karachi, 10th March, 2021.

SIGNED BY: Ms. Huma Asbar

Full Name: Ms. Huma Asbar
(CNIC # 42201-1569140-4)

SIGNED BY:

Mr. Imran Bhatti, Project Director, Karachi Mobility Project, Yellow Line BRTS, Sindh Mass Transit Authority (SMTA), House No.D-43/1, Shahrah-e-Ghalib, Block-2, Clifton, (near Bilawal Choranghi), Karachi, Pakistan.

WITNESS# 1: Signature with Name, Designation & CNIC No.

Imran Bhatti
10-03-2021 Assistant Director (Business Development)
(45807-352789-7)

WITNESS# 2: Signature with Name, Designation & CNIC No.

Rafay Ali Laghari
Director (Finance & Accounts) SMTA
(42301-3628894-7)

IMRAN BHATTI
PROJECT DIRECTOR
YELLOW LINE BRTS
SINDH MASS TRANSIT AUTHORITY

GOVT OF SINDH
Mass
BRTS, Sindh



STAMP OFFICE, LITTY LOUKY, KARACHI

Issued to: Ms. Huma Ashar
 CHARGE NO: 11826
 Vide D.S. No: 3 Dt: 8-3-21
 On behalf of: Chaitan No. 16 Dt: 8-3-21
 for the purpose of: S.P.
 Entry No: 3 Dt: 8-3-21

(RUPEES FIVE THOUSAND ONLY)

CONTRACT AGREEMENT

This contract agreement is being executed w.e.f. 10-03-2021

-----, Karachi Mobility Project, (Yellow Line BRTS), Sindh Mass Transit Authority (SMTA), Government of Sindh under the World Bank - Technical Assistance (hereinafter called the "Client") and, therefore, SMTA act as the party of the First Part.

AND

Ms. Huma Ashar, hereinafter referred as the 'Individual Specialist' Gender Specialist, Karachi Mobility Project, (Yellow Line BRTS), Sindh Mass Transit Authority (SMTA), Government of Sindh for rendering services as per following Terms of References and Terms & Conditions (Article 01 to 04) to be adhered strictly during the term of the consultancy.

TERMS OF REFERENCES:

A-Key Responsibilities

Under the guidance and direct supervision of the Project Director, the Gender Specialist will advise Project Management Team on gender policies and trends and relevant linkages to the mobility projects. The Gender Specialist provides analysis for formulation of strategies and briefings to PMT. The Gender Specialist advocates for and represents KMP in her area of expertise as requested by her supervisor. The major area of responsibility for the Gender Specialist includes:

- Develop, Coordinate and support the Sindh Mass Transit Authority team in establishing and implementing gender-sensitive monitoring, evaluation, learning and reporting systems. Work closely with the stakeholders to develop the data collection and analysis tools for the baseline assessment to guarantee gender and social inclusion considerations.
- Prepare draft Gender Action Plan (GAP) for the yellow line project implementation and SMTA institutional strengthening with timelines and milestones.
- Facilitate to implement the action plans and undertake capacity strengthening activities on gender for SMTA in line with Gender Action Plan (GAP).



08 MAR 2021

Handwritten text, mostly illegible due to fading and bleed-through. The text appears to be organized into several lines, possibly a list or a series of notes.

[illegible]

Issued to Mr. J. J. [illegible] ON DEC 11 1967

CHC/LEG No. 2 198-3-27
 vide D.S.R. No. 3 DL 8-3-27
 On behalf of Y. D. D. DL 8-3-27
 for the purpose of 3 DL 8-3-27
 Entry No. 3 DL 8-3-27

- Support the organization of yearly rapid ridership survey, which provides gender disaggregated data (as per provision in the KP Urban Mass Transit Act 2016).
- Support the organization of benchmark and post implementation satisfaction surveys with male and female passengers, including the elderly, people with disability, and minorities such as transgender. Compare surveys and identify successes and problems (as per provision in the KP Urban Mass Transit Act 2016).
- Conduct impact study of the use of the BRT for women, people with disabilities, elderly and other vulnerable and minority groups (as per provision in the KP Urban Mass Transit Act 2016).
- Conduct training for GAP implementation and gender policy for PMT staff and other stakeholders.
- Support the implementation of gender responsive recruitment strategies to hire women staff for Sindh Mass Transit Authority, including new graduates, and people from vulnerable and minority groups including transgenders.
- Design and implement a special initiative to recruit and provide training to women as drivers and bus conductors to have the skills to operate BRT buses. Repeat special initiative each year to reach target.
- Conduct public campaigns on the quality and safety of the BRT system, encouraging the public, especially women, to use it in close coordination with Communication Specialist.
- Conduct public campaign to raise awareness about safety and security, gender-based violence, including all forms of harassment against women, elderly, children, persons with disability, and minorities such as transgender and people of other ethnic or religious backgrounds. Coordinate with local NGOs with similar concerns and outreach activities.
- Coordinate with Public (including Women Development Department and Sindh Commission on the Status of Women) and Private Sector entities to support women's access to economic opportunities especially through yellow line project. Explore options of identifying women owned enterprises through partners' support and encouraging them to start/extend their businesses across different Corridors in Karachi including yellow Corridor project.
- Conduct Gender (including gender-based violence) trainings and follow up sessions for bus drivers and conductors operating on different BRT routes especially Yellow Line.



RECEIVED
MAR 10 2021
U.S. ARMY
FORT BRAGG
NORTH CAROLINA

D539290



MUHAMMAD SHOAB STAMP VENDOR

LICENCE NO 119, SHOP NO 04, KARACHI 08 MAR 2021

WAZIR MUSSAWISSONS KARIW HOUSE, KARACHI

3R NO DATE.....

ISSUED TO WITH ADDRESS MR. M. AMJAD, CHOHAN

THROUGH WITH ADDRESS MR. M. AMJAD, CHOHAN

PURPOSE ATTACHED Ledger # 8079-HC

VALUE Rs ATTACHED Ledger # 8079-HC

STAMPVENDOR SIGNATURE ATTACHED Ledger # 8079-HC

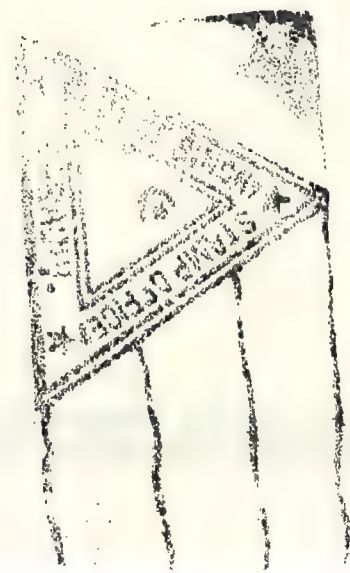
Do Not Use Divorcee and Fee for all Purposes and Validity

Will not responsible for any illegal/ Fake Application

- Train staff with direct passenger interaction (e.g. station staff, ticket staff, bus drivers, guards) on passenger management on stations and buses, priority passengers and the timely and proper handling of sexual harassment and other crimes that threaten women passengers' security.
- Support the development of campaign messages on sexual harassment on transport, facilitate in designing messages to be displayed in buses and bus stops on BRT routes especially on yellow Line Corridor.
- Support and guide the GBV service provider in establishing a GBV grievance redressal mechanism and promote grievance/complaints and compliments procedures as part of customer service to deal confidentially with GBV complaints including harassment from women and girls, boys, minorities etc.
- Participate in regular meetings organized by GBV Service Provider.
- Establish system of recording instances of harassment of any passenger/or any other GBV incident on yellow corridor, whether reported, observed or directly experienced, and its location & actions taken against offenders/how it was resolved.
- Any other task relevant to the position and as per requirement.

DEMONSTRATION OF CORE COMPETENCIES:

- Promotes sharing of knowledge and experience, and actively works towards continued personal learning and development.
- Displays culture, gender, religion, race, nationality and age sensitivity and adaptability.
- Good practical knowledge of inter-disciplinary development issues.
- Ability to go beyond established procedures and models, propose new approaches which expand the range of projects.
- Builds strong relationships with all stakeholders, focuses on impact and results and responds positively to critical feedback.
- Consistently approaches work with energy and a positive, constructive attitude.
- Remains calm, in control and good humored even under pressure.
- Proven networking, team building, organizational and communication skills.
- Ability to work in a multi-cultural team environment with a positive attitude.



TERMS & CONDITIONS:

WHEREAS the Karachi Mobility Project, (Yellow Line BRTS), Sindh Mass Transit Authority (SMTA), Government of Sindh has agreed to execute the agreement with above named individual under World Bank Technical operated through Karachi Mobility Project, (Yellow Line BRTS), Sindh Mass Transit Authority (SMTA), Government of Sindh, in accordance with the Legal & Financing Agreement with World Bank and their stated guidelines.

Article #01: Engagement of Services:

Clause # I: Karachi Mobility Project, (Yellow Line BRTS), Sindh Mass Transit Authority (SMTA), Government of Sindh has agreed to engage the services of **Ms. Huma Ashar** as Gender Specialist and she has accepted the offer.

Clause #II: The individual Specialist would be placed at the disposal of Project Director, Karachi Mobility Project, (Yellow Line BRTS), Sindh Mass Transit Authority (SMTA), Government of Sindh.

Clause # III: That above named individual Specialist shall perform her duties assigned to her by the Project Director, Karachi Mobility Project, (Yellow Line BRTS), Sindh Mass Transit Authority (SMTA) (hereinafter called the "Duty Station") from time to time.

Clause # IV: This contractual offer/agreement is purely a consultancy contract on World Bank TA under the approved WB legal and financing agreement clauses with Government of Pakistan. The Specialist is not entitled to any Government benefits like pension, etc at any stage of this contract and even after the expiry of the contract. This consultancy cannot be converted/termed/used for any purpose of regularization on contractual or permanent basis or any kind of government service/ employment.

Article #02: Commencement of Engagement & Duration:

Clause # I:

The term of engagement will commence from 10-3-2021 ----- The term of this contract agreement is for a period up to ----- only (Extendable on mutual and agreed term and conditions as contained in Article 03, Clause II) . No intimation is binding upon Karachi Mobility Project, (Yellow Line BRTS) to inform Specialist about the completion of this contract term, in advance.

Clause # II:

In case Specialist is interested to offer her services beyond the completion of instant contract term, she may put a request in writing at least 45 days but not less than 35 days, prior to the completion of her contract term. It is the prerogative of Karachi Mobility Project, (Yellow Line BRTS) PMT to either consider or reject such request without giving any reason thereof. Even in case, any consideration on extension request, if made, it is also subject to annual review assessments, approvals, NOL and availability of TA funds.

Article #03: Remuneration, Annual Performance Review, TA/DA, Leave, Taxation & Stamp Duty:

Clause #I: Remuneration:

- a) A fix monthly package of Rs. 250,000/- (Two Hundred Fifty Thousand Rupees) lump sum inclusive of all taxes. Incentives including provision of official laptop (subject to need and availability) and Internet facility within the office premises will be provided throughout the agreement period.

- b) The Specialist will be responsible to maintain internet facility outside the office premises.

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assignments in a timely manner. In case official laptop is not provided (due to any reason), the Specialist will herself arrange and bear its maintenance & depreciation cost.

- c) Effective completion of task(s) from any location outside office even on leave/public holiday(s) shall also be one of factors in determining the efficiency and responsiveness of individual Specialist during annual review assessment.

Clause # II:

Annual performance award and/or annual increment: Will be subject to satisfactory annual review assessment based on successful deliveries of TORs and Quantifiable deliverables during the contract term and subject to contract extension beyond one year period. The assessment will be conducted by the reporting officer & subsequent authority as well. However, final approvals, NOL and availability of TA Funds are mandatory.

Clause #III:

TA/DA: - No other facility and claim thereof will be entertained excluding TA/DA for movement on activities/assignments only outside the Karachi station (claim would be equivalent to basic scale 18). But this scale is only mentioned herein for the purpose of calculation of amount and cannot be treated/used in any other references).

Clause IV:

Leave & Attendance: The individual Specialist may avail of max. 02 days casual leave (not as an entitlement) each month subject to prior approval of the reporting officer. Leave without prior permission will be considered violation of the contract. Leave and Attendance guidelines as per the standards applicable in government business, are applicable to the Specialist during the course of this engagement, along with any amendment made thereof. The track record of leave and attendance shall also be one of the factors under annual assessment review.

Clause V:

Taxation: The individual Specialist shall be responsible to pay taxes, duties, fees and other impositions as and when levied on her income, falling under this contract, under the laws of Islamic Republic of Pakistan (deductible at source). If any change in taxation policy is announced during the tenure of this contract then the same will be applicable from its effective date. No alteration / revision shall be made in the gross monthly remuneration amount during the contract period on account of change in taxation policy.

Clause VI:

Stamp Duty: The individual Specialist shall herself arrange the stamp duty papers to the amount equal to applicable government rate, on which this contract will be signed. The amount of duty shall be the total value of the contract i.e. monthly remuneration x duration of instant contract agreement.

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Article #04: Termination:

Clause # I: The contract agreement may be terminated without giving any reasons through a written notice of one month by either party; in case of short notice period, one month remuneration will be forfeited.

Clause # II: If an individual Specialist remains absent from duty and fails to intimate/ inform her reporting officer for more than 5 days her contract agreement may be terminated immediately.

Clause # III: Regular non performing individual Specialist in respect to her assigned TORs and Quantified Deliverables is liable to contract termination with immediate effect. And if an individual Specialist commits a misconduct and with impartial enquiry is found guilty, her contract can be terminated with immediate effect or her term of contract agreement can be reduced from 01 to 03 months depending upon severity of the misconduct.

Clause # IV: During the Terms of Engagement, individual Specialist shall devote required time and attention to the performance of the services and shall at all-time act with diligence and efficiency as and when required. She shall hand over all reports, Drawings, CDs, USBs, email messages or what-ever soft and hard material available with her. Individual shall also return (if any) vehicle, equipment and any given items to Karachi Mobility Project, (Yellow Line BRTS) PMT, upon termination or resignation or expiry of the contract. The clearance and experience certificate will only be issued upon receiving of all issued items in satisfactory condition. Payment of last monthly remuneration (either at termination, resignation, expiry- in case Specialist does not want to continue her services beyond stated term of contract or non-extension of the contract agreement) is subject to the issuance of clearance certificate from the reporting officer, and sections respectively.

Clause # V: Individual Specialist will not at any time of the contract term, make official decisions, on behalf of Sindh Mass Transit Authority (SMTA), Government of Sindh unless authorized by the reporting officer/competent authorities.

Clause # VI: The individual Specialist undertakes that no relative under category I and II of W.B staff manual is working or attached with this World Bank program. Specialist also undertakes that in case any such information is found during the contract term, it will be terminated immediately.

Contents of following mentioned clauses are applicable during and even after the completion of the contract term. Any breach/violations made/occurred, will lead to termination of contract with immediate effect and Sindh Mass Transit Authority (SMTA) also reserves the right to initiate legal action against the individual Specialist in accordance with law/rules/regulations.

Clause #VII: The individual Specialist acknowledges that all information in respect of Karachi Mobility Project, Yellow Line BRTS including this project is proprietary and shall not be shared/ hoisted at any medium, without prior consent of the reporting officer as well as competent authority, with any individual or an entity outside the Transport and Mass Transit Department. And the individual shall also refrain from showcasing /highlighting herself at any medium, with any such information/material, which was being collected/visited on official capacity but sharing/projecting it for oneself publicity, as if it was carried out in her private capacity.

Clause #VIII: The individual Specialist refrain from tempering and manipulating of official record/ data for utilizing it at different forums.

41c

Clause# IX: The individual specialist refrain from leaking official and confidential information to any party/ individual outside Sindh Mass Transit Authority (SMTA).

Clause# X: Individual Specialist refrain from making any public comments against project (s), officers/officials/Specialists of Karachi Mobility Project, (Yellow Line BRTS), Sindh Mass Transit Authority (SMTA) and all the donor/development agencies.

Clause # XI: The individual Specialist refrain from using her institutional memory against the interest of Government of Sindh, Transport and Mass Transit Department, Karachi Mobility Project, (Yellow Line BRTS) PMT and all the development partners, during and even after the completion of the contract term.

Clause #XII: The individual Specialist is bound to refrain from indulging herself in any kind of political or religious activity including support and contributions of funds during performing of official duties.

Clause #XIII: This assignment is purely contract based and in no way individual specialist shall claim for any benefit other than provided in the contract.

IN WITNESS HEREOF, both parties agree to the terms and conditions of this agreement and by signing this it becomes a binding contract.

Karachi, 10th March, 2021

SIGNED BY: Huma Ashar

Full Name: Ms. Huma Ashar
(CNIC # 42201-1569140-4)

SIGNED BY:

Imran Bhatti
IMRAN BHATTI
PROJECT DIRECTOR
YELLOW LINE BRTS
SINDH MASS TRANSIT AUTHORITY
GOVT OF SINDH
Mr. Imran Bhatti, Project Director, Karachi Mobility Project, Yellow Line BRTS, Sindh Mass Transit Authority (SMTA), House No.D-43/1, Shahrah-e-Ghalib, Block-2, Clifton, (near Bilawal Chorangi), Karachi, Pakistan.

WITNESS# 1: Signature with Name, Designation & CNIC No.

Shulam Murtaza

10-03-2021 Assistant Director (Business Development)
(45307-3752789-7)

WITNESS# 2: Signature with Name, Designation & CNIC No.

RAFIY ALI LAGHARI

Director (Finance & Accounts) SMTA
(42301-3628894-7)

1. The first part of the paper discusses the importance of the study of the history of the United States. It is a very important part of the study of the United States and its people. The study of the history of the United States is a very important part of the study of the United States and its people.

2. The second part of the paper discusses the importance of the study of the history of the United States. It is a very important part of the study of the United States and its people. The study of the history of the United States is a very important part of the study of the United States and its people.

3. The third part of the paper discusses the importance of the study of the history of the United States. It is a very important part of the study of the United States and its people. The study of the history of the United States is a very important part of the study of the United States and its people.

To,

The Project Director,
Yellow Line BRTS,
Sindh Mass Transit Authority.
Government of Sindh,
Karachi.

March 11, 2021

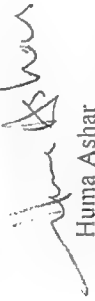
Subject: JOINING REPORT FOR THE POST OF GENDER SPECIALIST.

Dear Sir,


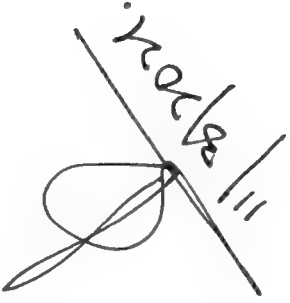
In reference to your offer letter No. PD/YLC/SMTA/2021/63/103 dated March 8, 2021, I the undersigned, do hereby submit my joining report with immediate effect as Gender Specialist in Sindh Mass Transit Authority (SMTA) with effect from Thursday, March 11, 2021.

Therefore, kindly consider my joining w.e.f March 11, 2021.

Best Regards



Huma Ashar
Gender Specialist
Sindh Mass Transit Authority
CNIC No. 42201-1569140-4



To:

The Project Director,
Yellow Line BRTS,
Sindh Mass Transit Authority,
Government of Sindh,
Karachi.


Sub: ACCEPTANCE OF OFFER ORDER.

Dear Sir,

In reference to your offer letter No. PD/YLC/SMTA/2021/63/103 for the position of Gender Specialist in your esteemed organization. I am immensely pleased to accept the offer and acknowledge the same. I sincerely thank you for believing in me and offering this position. I will be submitting all required document on my joining date.

Kind Regards


Huma Ashar


10/3/2021.
AD (RD)

Wednesday, March 10, 2021

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To,

Wednesday, March 10, 2021

The Project Director,
Yellow Line BRTS,
Sindh Mass Transit Authority,
Government of Sindh,
Karachi.

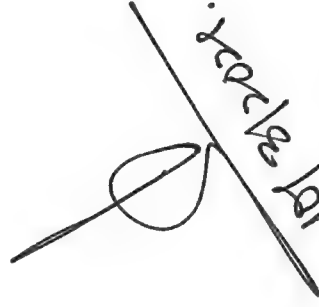
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Kind Regards


Huma Ashar


10/03/2021.
AD (BD)

CONTRACT AGREEMENT

This contract agreement is being executed w.e.f-----, Karachi Mobility Project, (Yellow Line BRTS), Sindh Mass Transit Authority (SMTA), Government of Sindh under the World Bank - Technical Assistance (hereinafter called the “Client”) and, therefore, SMTA act as the party of the First Part.

AND

Ms. Huma Ashar , hereinafter referred as the ‘Individual Specialist’ Gender Specialist, Karachi Mobility Project, (Yellow Line BRTS), Sindh Mass Transit Authority (SMTA), Government of Sindh for rendering services as per following Terms of References and Terms & Conditions (Article 01 to 04) to be adhered strictly during the term of the consultancy.

TERMS OF REFERENCES:

A-Key Responsibilities

Under the guidance and direct supervision of the Project Director, the Gender Specialist will advise Project Management Team on gender policies and trends and relevant linkages to the mobility projects. The Gender Specialist provides analysis for formulation of strategies and briefings to PMT. The Gender Specialist advocates for and represents KMP in her area of expertise as requested by her supervisor. The major area of responsibility for the Gender Specialist includes:

- Develop, Coordinate and support the Sindh Mass Transit Authority team in establishing and implementing gender-sensitive monitoring, evaluation, learning and reporting systems. Work closely with the stakeholders to develop the data collection and analysis tools for the baseline assessment to guarantee gender and social inclusion considerations.
- Prepare draft Gender Action Plan (GAP) for the yellow line project implementation and SMTA institutional strengthening with timelines and milestones.
- Facilitate to implement the action plans and undertake capacity strengthening activities on gender for SMTA in line with Gender Action Plan (GAP).
- Support the organization of yearly rapid ridership survey which provides gender

disaggregated data (as per provision in the KP Urban Mass Transit Act 2016).

- Support the organization of benchmark and post implementation satisfaction surveys with male and female passengers, including the elderly, people with disability, and minorities such as transgender. Compare surveys and identify successes and problems (as per provision in the KP Urban Mass Transit Act 2016).
- Conduct impact study of the use of the BRT for women, people with disabilities, elderly and other vulnerable and minority groups (as per provision in the KP Urban Mass Transit Act 2016).
- Conduct training for GAP implementation and gender policy for PMT staff and other stakeholders.
- Support the implementation of gender responsive recruitment strategies to hire women staff for Sindh Mass Transit Authority, including new graduates, and people from vulnerable and minority groups including transgenders.
- Design and implement a special initiative to recruit and provide training to women as drivers and bus conductors to have the skills to operate BRT buses. Repeat special initiative each year to reach target.
- Conduct public campaigns on the quality and safety of the BRT system, encouraging the public, especially women, to use it in close coordination with Communication Specialist.
- Conduct public campaign to raise awareness about safety and security, gender-based violence, including all forms of harassment against women, elderly, children, persons with disability, and minorities such as transgender and people of other ethnic or religious backgrounds. Coordinate with local NGOs with similar concerns and outreach activities.
- Coordinate with Public (including Women Development Department and Sindh Commission on the Status of Women) and Private Sector entities to support women's access to economic opportunities especially through yellow line project. Explore options of identifying women owned enterprises through partners' support and encouraging them to start/extend their businesses across different Corridors in Karachi including yellow Corridor project.
- Conduct Gender (including gender-based violence) trainings and follow up sessions for bus drivers and conductors operating on different BRT routes especially Yellow Line.
- Train staff with direct passenger interaction (e.g. station staff, ticket staff, bus drivers, guards) on passenger management on stations and buses, priority passengers and the timely and proper handling of sexual harassment and other crimes that threaten women passengers' security.
- Support the development of campaign messages on sexual harassment on transport, facilitate in designing messages to be displayed in buses and bus stops on BRT routes especially on yellow Line Corridor.
- Support and guide the GBV service provider in establishing a GBV grievance redressal mechanism and promote grievance/complaints and compliments procedures as part of customer service to deal confidentially with GBV complaints including harassment from women and girls, boys, minorities etc.
- Participate in regular meetings organized by GBV Service Provider.
- Establish system of recording instances of harassment of any passenger/or any other GBV incident on yellow corridor, whether reported, observed or directly experienced, and its location & actions taken against offenders/how it was resolved.
- Any other task relevant to the position and as per requirement.

DEMONSTRATION OF CORE COMPETENCIES:

- Promotes sharing of knowledge and experience, and actively works towards continued personal learning and development.
- Displays culture, gender, religion, race, nationality and age sensitivity and adaptability.

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- Ability to go beyond established procedures and models, propose new approaches which expand the range of projects.
 - Builds strong relationships with all stakeholders, focuses on impact and results and responds positively to critical feedback.
 - Consistently approaches work with energy and a positive, constructive attitude.
 - Remains calm, in control and good humored even under pressure.
 - Proven networking, team building, organizational and communication skills.
 - Ability to work in a multi-cultural team environment with a positive attitude.

TERMS & CONDITIONS:

WHEREAS the Karachi Mobility Project, (Yellow Line BRTS), Sindh Mass Transit Authority (SMTA), Government of Sindh has agreed to execute the agreement with above named individual under World Bank Technical operated through Karachi Mobility Project, (Yellow Line BRTS), Sindh Mass Transit Authority (SMTA), Government of Sindh, in accordance with the Legal & Financing Agreement with World Bank and their stated guidelines.

Article #01: Engagement of Services:

Clause # I: Karachi Mobility Project, (Yellow Line BRTS), Sindh Mass Transit Authority (SMTA), Government of Sindh has agreed to engage the services of **Ms. Huma Ashar** as Gender Specialist and she has accepted the offer.

Clause #II: The individual Specialist would be placed at the disposal of Project Director, Karachi Mobility Project, (Yellow Line BRTS), Sindh Mass Transit Authority (SMTA), Government of Sindh.

Clause # III: That above named individual Specialist shall perform her duties assigned to her by the Project Director, Karachi Mobility Project, (Yellow Line BRTS), Sindh Mass Transit Authority (SMTA) (hereinafter called the “Duty Station”) from time to time.

Clause # IV: This contractual offer/agreement is purely a consultancy contract on World Bank TA under the approved WB legal and financing agreement clauses with Government of Pakistan. The Specialist is not entitled to any Government benefits like pension, etc at any stage of this contract and even after the expiry of the contract. This consultancy cannot be converted/termed/used for any purpose of regularization on contractual or permanent basis or any kind of government service/ employment.

Article #02: Commencement of Engagement & Duration: ↵

Clause # I: The term of engagement will commence from ----- The term of this contract agreement is for a period up to ----- only (Extendable on mutual and agreed term and conditions as contained in Article 03, Clause II) . No intimation is binding upon Karachi Mobility Project, (Yellow Line BRTS) to inform Specialist about the completion of this contract term, in advance.

Clause # II: In case Specialist is interested to offer her services beyond the completion of instant contract term, she may put a request in writing at least 45 days but not less than 35 days, prior to the completion of her contract term. It is the prerogative of Karachi Mobility Project, (Yellow Line BRTS) PMT to either consider or reject such request without giving any reason thereof. Even in case, any consideration on extension request, if made, it is also subject to annual review assessments, approvals, NOL and availability of TA funds.

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Article #03: Remuneration, Annual Performance Review, TA/DA, Leave, Taxation & Stamp Duty:

Clause #I: Remuneration:

- a) A fix monthly package of Rs. 250,000/- (Two Hundred Fifty Thousand Rupees) lump sum inclusive of all taxes. Incentives including provision of official laptop (subject to need and availability) and Internet facility within the office premises will be provided throughout the agreement period.
- b) The Specialist will be responsible to maintain internet facility outside the office premises by herself, as she is required to attend urgent official assignments in a timely manner. In case official laptop is not provided (due to any reason), the Specialist will herself arrange and bear its maintenance & depreciation cost.
- c) Effective completion of task(s) from any location outside office even on leave/public holiday(s) shall also be one of factors in determining the efficiency and responsiveness of individual Specialist during annual review assessment.

Clause # II: Annual performance award and/or annual increment: Will be subject to satisfactory annual review assessment based on successful deliveries of TORs and Quantifiable deliverables during the contract term and subject to contract extension beyond one year period. The assessment will be conducted by the reporting officer & subsequent authority as well. However, final approvals, NOL and availability of TA Funds are mandatory.

Clause #III: **TA/DA:** - No other facility and claim thereof will be entertained excluding TA/DA for movement on activities/assignments only outside the Karachi station (claim would be equivalent to basic scale 18). But this scale is only mentioned herein for the purpose of calculation of amount and cannot be treated/used in any other references).

Clause IV: **Leave & Attendance:** The individual Specialist may avail of max. 02 days casual leave (not as an entitlement) each month subject to prior approval of the reporting officer. Leave without prior permission will be considered violation of the contract. Leave and Attendance guidelines as per the standards applicable in government business, are applicable to the Specialist during the course of this engagement, along with any amendment made thereof. The track record of leave and attendance shall also be one of the factors under annual assessment review.

Clause V: **Taxation:** The individual Specialist shall be responsible to pay taxes, duties, fees and other impositions as and when levied on her income, falling under this contract, under the laws of Islamic Republic of Pakistan (deductible at source). If any change in taxation policy is announced during the tenure of this contract then the same will be applicable from its effective date. No alteration / revision shall be made in the gross monthly remuneration amount during the contract period on account of change in taxation policy.

Clause VI: **Stamp Duty:** The individual Specialist shall herself arrange the stamp duty papers to the amount equal to applicable government rate, on which this contract will be signed. The amount of duty shall be the total value of the contract i.e. monthly remuneration x duration of instant contract agreement.

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Clause # I: The contract agreement may be terminated without giving any reasons through a written notice of one month by either party; in case of short notice period, one month remuneration will be forfeited. ↴

Clause # II: If an individual Specialist remains absent from duty and fails to intimate/ inform her reporting officer for more than 5 days her contract agreement may be terminated immediately. ↴

Clause # III: Regular non performing individual Specialist in respect to her assigned TORs and Quantified Deliverables is liable to contract termination with immediate effect. And if an individual Specialist commits a misconduct and with impartial enquiry is found guilty, her contract can be terminated with immediate effect or her term of contract agreement can be reduced from 01 to 03 months depending upon severity of the misconduct. ↴

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Clause # V: Individual Specialist will not at any time of the contract term, make official decisions, on behalf of Sindh Mass Transit Authority (SMTA), Government of Sindh unless authorized by the reporting officer/competent authorities.

Clause # VI: The individual Specialist undertakes that no relative under category I and II of W.B staff manual is working or attached with this World Bank program. Specialist also undertakes that in case any such information is found during the contract term, it will be terminated immediately.

Contents of following mentioned clauses are applicable during and even after the completion of the contract term. Any breach/violations made/occurred, will lead to termination of contract with immediate effect and Sindh Mass Transit Authority (SMTA) also reserves the right to initiate legal action against the individual Specialist in accordance with law/rules/regulations.

Clause #VII: The individual Specialist acknowledges that all information in respect of Karachi Mobility Project, Yellow Line BRTS including this project is proprietary and shall not be shared/ hoisted at any medium, without prior consent of the reporting officer as well as competent authority, with any individual or an entity outside the Transport and Mass Transit Department. And the individual shall also refrain from showcasing /highlighting herself at any medium, with any such information/material, which was being collected/visited on official capacity but sharing/projecting it for oneself publicity, as if it was carried out in her private capacity. ↴

Clause #VIII: The individual Specialist refrain from tempering and manipulating of official record/ data for utilizing it at different forums. ↴

Clause# IX: The individual specialist refrain from leaking official and confidential information to any party/ individual outside Sindh Mass Transit Authority (SMTA). ↴

Clause# X: Individual Specialist refrain from making any public comments against project (s), officers/officials/Specialists of Karachi Mobility Project, (Yellow Line BRTS), Sindh Mass Transit Authority (SMTA) and all the donor/development agencies.

↴ **Clause # XI:** The individual Specialist refrain from using her institutional memory against the interest of Government of Sindh, Transport and Mass Transit Department, Karachi Mobility Project, (Yellow Line BRTS) PMT and all the development

31
Clause #XII: The individual Specialist is bound to refrain from indulging herself in any kind of political or religious activity including support and contributions of funds during performing of official duties.

↙ **Clause #XIII:** This assignment is purely contract based and in no way individual specialist shall claim for any benefit other than provided in the contract.

IN WITNESS HEREOF, both parties agree to the terms and conditions of this agreement and by signing this it becomes a binding contract.

Karachi,

Dated: -----

SIGNED BY: _____

Full Name and CNIC NO: -----,
(CNIC # -----)

SIGNED BY: _____

Mr. Imran Bhatti, Project Director, Karachi Mobility Project, Yellow Line BRTS, Sindh Mass Transit Authority (SMTA), House No.D-43, Shahrah-e-Ghalib, Block-2, Clifton, (near Bilawal Chorangi), Karachi, Pakistan. D-43/1

WITNESS# 1: Signature with Name, Designation & CNIC No.

WITNESS# 2: Signature with Name, Designation & CNIC No.



GOVERNMENT OF SINDH
Karachi Mobility Project
(YELLOW LINE BRTS)
SINDH MASS TRANSIT AUTHORITY
TRANSPORT & MASS TRANSIT DEPARTMENT

No. PD/YLC/SMTA/2021/03/103

Karachi Dated: March 8th, 2021

To,

Huma Ashar w/o Ashar Bilal,
House No.N-542, Block 12, Gulistan-e-Johar (Behind Combined CNG Station),
Karachi.

**SUBJECT: OFFER OF APPOINTMENT AS "GENDER SPECIALIST" IN KARACHI
MOBILITY PROJECT, SINDH MASS TRANSIT AUTHORITY (SMTA).**

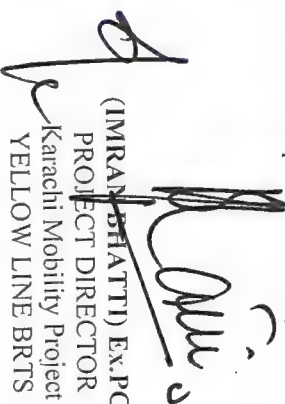
With the approval of Competent Authority, you are hereby offered the role of "Gender Specialist" in Karachi Mobility Project, Sindh Mass Transit Authority (SMTA) on contract basis for the period of One (01) year (Extendable) with monthly remuneration amounting to Rs._250,000 (Two Hundred Fifty Thousand Rupees) lump sum on the following terms and conditions:-

- i. You will undergo a medical examination (contract basis) and your contract appointment will be subject to the condition that you are declared medically fit by the competent medical authority.
- ii. You will be on Probation for a period of three (03) months with effect from the date of joining, during which your performance will be monitored and evaluated.
- iii. Your services will be purely on contract basis. You will not be entitled to any government benefits like pension, golden handshake, etc.
- iv. Your conduct amounting to malfeasance, misfeasance and nonfeasance shall make your contract liable to termination. Specifically, your performance lapses during the course of contract period, breach of terms and conditions of this contract and general policies and regulations and/or misconduct will render your contract liable to termination, forthwith, without resort to any formal proceedings.
- v. In case of your tendering resignation, you will not leave the charge of your post unless and until your resignation is formally accepted.
- vi. This letter of appointment will accompany, and form part of a set of documents regarding, *inter alia*, contract agreement together with the terms and conditions of your employment and the Project's policy on various matters; which policies may, from time to time, be altered or amended by the SMTA at its discretion.

- vii. In case you are interested to offer your services beyond the completion of instant contract term, you may put a request in writing at least 45 days prior to completion of contract term.
- viii. Failing to join or expressing your interest, the role would be offered to the next evaluated candidate.

2. If you accept the offer on the terms and conditions specified in the contract agreement, you should report for duty to Project Director, Yellow Line BRTS (Karachi Mobility Project) within seven (07) days of the issuance of this offer letter. Failing, which it will be presumed that you are not willing to accept it which will be cancelled without any notice.




(IMRAN SHAHATTI) Ex.PCS
PROJECT DIRECTOR
Karachi Mobility Project
YELLOW LINE BRTS

A copy is forwarded for information to:

1. The Secretary, Transport & Mass Transit Department, GoS, Karachi
2. The Managing Director, Sindh Mass Transit Authority, GoS, Karachi
3. Master File.



GOVERNMENT OF SINDH
Karachi Mobility Project
(YELLOW LINE BRTS)
SINDH MASS TRANSIT AUTHORITY
TRANSPORT & MASS TRANSIT DEPARTMENT

No. PD/YLC/SMTA/2021/63/163

Karachi Dated: March 8th, 2021

To.

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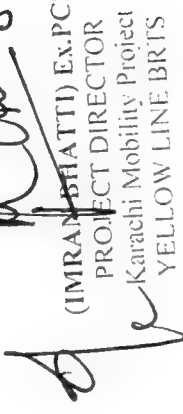


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(IMRAN BHATTI) Ex.PCS
PROJECT DIRECTOR
Karachi Mobility Project
YELLOW LINE BRTS

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2. The Managing Director, Sindh Mass Transit Authority. GoS. Karachi
3. Master File.



کراچی یونیورسٹی University of Karachi

کلیہ سٹاجیجی سائنسز
ایم۔ فیل
FACULTY OF SOCIAL SCIENCES
Master of Philosophy

Whereas MUNA MIRZA D/O
MUBIN MIRZA

ہرگاہ ظاہر شد
بنت

has pursued a course of study prescribed by this University for the Degree of Master of Philosophy in the Faculty of SOCIAL SCIENCES and has passed the requisite examination held in 2018

نے کلیہ سٹاجیجی سائنسز کے تحت ایم۔ فیل کے لیے اس جامعوں کے منظورہ نصاب کی تکمیل کر لی ہے اور مطبوعہ امتحان منعقدہ ۲۰۱۸ میں کامیابی حاصل کر لی ہے،

It is hereby certified that he/she has been duly admitted to the degree of Master of Philosophy in (AERC) in this University.

لہذا تصدیق کی جاتی ہے کہ انھیں اس جامعہ میں (اعلائے تعلیمات میں ایم۔ فیل کے درجہ پرفائز کیا گیا۔
(اعلائے ادارت)

in this University.

محمد اجمل خاں
شیخ الجامعہ
ایم۔ فیل
کراچی، بتاریخ ۲۰ اکتوبر ۲۰۱۸

Registrar
Vice-Chancellor
Dated Karachi, the 22ND OCTOBER 2018

امتحان کے مضامین اور حاصل کردہ نشانات کی تفصیلات مطبوعہ جاری کی گئی ہیں۔

Note :- Detailed transcripts of examination results have been issued separately.



کراچی یونیورسٹی University of Karachi

FACULTY OF SCIENCE
Master of Science

کلیہ علوم
ایم۔ ایس سی

Whereas RUBA HIRZA D/O

RUBA HIRZA

رہگاہ حیات
ہیرزا

ہیرزا

has pursued a course of study prescribed by this University for the Degree of Master of Science in ECONOMICS in the Faculty of Science and has passed the requisite examination, held in 2004, having been placed in FIRST class.

It is hereby certified that he/she has been duly admitted to the degree of Master of Science in this University.

نے کلید علوم کے مضمون معاشیت میں ایم۔ ایس سی کی سند کے لیے اس جامعہ کے منظورہ نصاب کی تکمیل کر لی ہے اور مطلوبہ امتحان منعقدہ ۲۰۰۴ میں کامیاب ہو کر اول درجہ حاصل کر لیا ہے، لہذا تصدیق کی جاتی ہے انھیں اس جامعہ میں ایم۔ ایس سی کے درجہ پرفائز کیا گیا۔

Registrar

Vice-Chancellor

Dated Karachi, the 23rd JANUARY 2007

رہبر

شیخ الجامعہ

مستجیل

کراچی، بتاریخ ۲۳ جنوری ۲۰۰۷



کراچی یونیورسٹی

University of Karachi

FACULTY OF SCIENCE

Bachelor of Science (Honours)

کلیہ علوم

بی۔ ایس سسی (امتیازی)

Whereas

MUM HIRZA D/O

MUM HIRZA

ہرگاہ خاوندزانت
میت: میرزا

has pursued a course of study prescribed by this University for the Degree of Bachelor of Science (Honours) in the Faculty of Science and has passed the requisite examination held in 19 2003 having been placed in FIRST class.

It is hereby certified that he/she has been duly admitted to the degree of Bachelor of Science (Honours) in this University.

Registrar

Vice-Chancellor

Dated Karachi, the 15th FEBRUARY 2005

Note :- Detailed transcripts of examination results have been issued separately.

نے کلا علوم کے تحت بی۔ ایس سی (امتیازی) کی سند کے لیے اس جامعہ کے منظورہ نصاب کی تکمیل کر لی ہے اور مطبوعہ امتحان منعقد ۲۰۰۳ میں کامیاب ہو کر (آن) درجہ حاصل کر لیا ہے،
لہذا تصدیق کی جاتی ہے کہ انھیں اس جامعہ میں بی۔ ایس سی (امتیازی) کے درجہ پرفائز کیا گیا۔

مستجیل
شیخ الجامعہ

مستجیل

کراچی، تاریخ ۱۵ فروری ۲۰۰۵

امتحان کے مضامین اور حاصل کردہ نتائج تفصیلات علیحدہ جاکے کی تہ۔



TRANSPARENCY INTERNATIONAL-PAKISTAN

4-C, Mezzanine Floor, Khayaban-e-Itehad, Phase VII,
Defence Housing Authority, Karachi.
Tel: (92-21) 35390408, 35311897-8,
Fax: (92-21) 35390410
E-mail: ti.pakistan@gmail.com
Website: www.transparency.org.pk

November 30, 2019

To Whom It May Concern:

This is to confirm that Ms. Huma Ashar bearing NIC # 42201-1569140-4 was employed by Transparency International Pakistan from August 01, 2018 to November 30, 2019 as Assistant Manager Project, USAID Anti-Fraud Hotline project.

We take this opportunity to thank her for her hard work, and wish her good luck in her future endeavors.

Saad Rashid (Mr.)
Executive Director





THE FEDERATION OF PAKISTAN
CHAMBERS OF COMMERCE & INDUSTRY
وفاق ایسوان مٹائی تجاروت و صنعت - پاکستان

FPCCI/HR/2018
30th March 2018

TO WHOM IT MAY CONCERN

This is to certify that Ms. Huma Ashar joined as internee in the Research & Development Department of the FPCCI on 1st February 2018 and was relieved on 30th March 2018.

She is intelligent, hardworking and takes her job seriously. She is methodical in her work. Her performance has been satisfactory, with the passage of time she can produce better results.

This certificate is being issued on her request.

Lt Col Mukhtar Ahmed Butt ®
Director General Administration & HR

FPCCI Head Office, Karachi	FPCCI Capital Office, Islamabad	FPCCI Regional Office, Lahore	FPCCI Regional Office, Peshawar	FPCCI Regional Office, Quetta
Federation House, Main Clifton, Karachi, Pakistan. Tel: 021-35873691-94 Fax: (92-21) 35874332 E-mail: info@fpcci.org.pk Web: www.fpcci.org.pk	G-8/1, Aizwan-e-Sanat-o-Tijarat Road, Mauve Area, Islamabad. Tel: (92-51) 2251891-3, 2289503 Fax: (92-51) 2251894 Email: islamabad.capital@fpcci.org.pk	50-A, Tufail Road, Lahore Cantt. Tel: 042-36670970-71 Fax: (92-42) 36670972 E-mail: lahore.regional@fpcci.org.pk	Suit # 9 & 10, 2nd Floor, Azam Tower, University Road, Peshawar. Tel: 091-5704291-2 Fax: (92-91) 5846259 E-mail: peshawar.regional@fpcci.org.pk	Cell: 0332-7860717 E-mail: quetta.regional@fpcci.org.pk



Date (H) التاريخ:

Date (G) 4 OCT 2017 الموافق:

No: 1EFO/487 الرقم:

Enc: المرفقات:

TO WHOM IT MAY CONCERN

This is to certify that Mrs. Huma Ashar, worked as an Intern/Trainee in Islamic Research and Training Institute (IRTI) a Member of Islamic Development Bank Group from 5 July, 2017 to 5 October, 2017 with our entire satisfaction.

During her working period, she was found sincere, hardworking and punctual with a professional attitude. She demonstrated good research skills with self-motivated attitude to learn more.

We wish every success in her future.

Dr. Ahmed Iskanderani
Acting Director General, IRTI





TRANSPARENCY INTERNATIONAL-PAKISTAN

5-C, 2nd Floor, Khayaban-e-Ittehad, Phase VII,
Defence Housing Authority, Karachi.
Tel: (92-21)-35390408, 35390409, Fax: 35390410
E-mail: ti.pakistan@gmail.com
Website: www.transparency.org.pk

April 20, 2016.

To Whom It May Concern

Mrs Huma Ashar has worked with Transparency International Pakistan in the capacity of Assistant Project Coordinator of the USAID Anti-Fraud Hotline from September 4, 2014 to April 20, 2016. The Anti-Fraud Hotline, an innovative project for the prevention of fraud, wastage and abuse in USAID funded projects under the \$ 7.5 billion USAID grant to Pakistan under the Kerry Lugar bill.

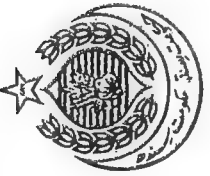
Huma was responsible for the complaint handling of the project. She monitored the complaints, analyzed them and completed stats on a weekly and monthly basis. She assisted in the preparation of the weekly, quarterly and annual reports. She also helped in the marketing and event management of the project. Huma was a part of the team responsible in the research of the National Integrity Systems and Youth Integrity Survey.

During her stay with us, Mrs Huma Ashar has been a dedicated and valuable employee and has worked hard at all tasks assigned to her. She has always exhibited sound judgment and was a trusted employee.

She left the organization on her own accord. We wish her all the best in her future endeavors.

Saad Rashid
Executive Director
Transparency International Pakistan





Government of Sindh
Planning & Development Department
Project Coordination & Monitoring Unit
Water Sector Improvement Project

September 11, 2014

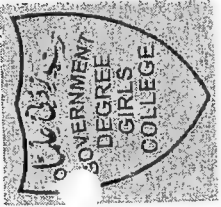
TO WHOM IT MAY CONCERN

This is to certify that Ms. Huma Mirza has worked for our organization as Research Assistant from *July 2013 to August 2014*. She has provided support in the economic analysis of the biannual crop reports data of 3 years by using the economic research tools.

During her work she proved a diligent and honest person. She has a pleasant personality and friendly attitude towards her colleagues. She is bearing a good moral character. We wish her success in her professional career.

Dr. Nisar A. Memon

**Director
Monitoring & Evaluation**



GOVERNMENT DEGREE GIRLS COLLEGE

BLOCK # 12, GULSTAN-E- JOHAR (SAFOORA GOTH)

KARACHI

Ref: /155/2012

Dated: 10/05/2012

To whom It May Concern

This is to certify that Ms Huma Ashar D/O Mubeen Mirza, who holds degree of M.Sc. (Economics), joined this college as co-operative lecturer of Economics in this college for two sessions from October, 2010 to April, 2011 and October, 2011 to December, 2011. During her stay of 10 months with us, she demonstrated amply the qualities of good and seasoned teacher of Economics and Applied Mathematics for Economics.

Because of her strong mathematical background she also provided help/guidance to the pre-engineering and commerce students of this college in mathematics. Being regular in attendance, she always endeavored to complete the syllabus of her subjects in stipulated time.

She is a hard working and devoted teacher. Ms. Huma has all the attributes of a good teacher and she will certainly be an asset to any organization who wishes to employ her. She bears good moral character.

I thank her for her services to this college and wish her good luck in future.


Dr. Mubeen Mirza
Co-Operative Lecturer
Government Degree Girls College
Block-12, Gulistan-e-Johar
Karachi

APPENDIX XIV FORM 'P-1'

No. DB/11432/-20

The Pakistan Citizenship Act, 1951 (II of 1951) and rules made thereunder (Vide Rule 23)

CERTIFICATE OF DOMICILE

Whereas HUMA MIRZA (in block letters) S/o - D/o - MUBIN MIRZA (LATE) (in block letters)

has applied for a certificate of domicile under the Pakistan Citizenship Act, 1951 (II of 1951), alleging with respect to himself / herself the particulars set out below, and has satisfied the undersigned that the conditions laid down in section 17 of the Act for the grant of a certificate of domicile and fulfilled in the said HUMA MIRZA case.

Now, therefore, in pursuance of the powers conferred by said Act and rules the made thereunder, the undersigned hereby grants to the said HUMA MIRZA this certificate of domicile.

In witness whereof I have subscribed my name this day of 25/10/2012

Signed _____

Name Deputy Commissioner & District

Designation Karachi East.

PARTICULARS RELATING TO THE APPLICANT

Full Name HUMA MIRZA

Father's Name MUBIN MIRZA (LATE)

Address in Pakistan 4-205, BLOCK-19, GULSHAN E IQBAL KARACHI

Address in the country outside Pakistan NIL

Place of domicile { KARACHI Tehsil Distt. EAST
Prov./Admn. SINDH

Date of arrival in the Place of domicile BIRTH 21-10-1981

Married / Single / Widow / Widower SINGLE

Name of wife or husband NTI

Name of children and their ages _____

**MATRIC INTER
FROM KARACHI**

Trade or Occupation STUDENT

Marks or Identification PHOTO ATTACHED
521-51-418739

MOTHER. N.I.C. No. _____



Deputy Commissioner & District
Karachi East.

Name _____
Designation _____
Place : KARACHI
Date _____

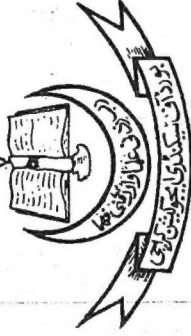
Sl. No.

M - 29402

Roll No.

208610

Board of Secondary Education, Karachi



Secondary School Certificate Examination, 1998

SCIENCE GROUP

Certified that

HUMA MIRZA

Son/Daughter of MOBIN MIRZA

whose date of birth is TWENTY--SECOND DAY OF OCTOBER
one thousand nine hundred E I G H T Y O N E has duly passed
the Secondary School Certificate Examination held in the
month of A P R I L 1998 as A R E G U L A R Candidate
in the subjects mentioned below and has been placed in

GRADE

A-ONE

He/She obtained

738

Marks.

COMPONENT I

SINDHI SALEES

URDU

ENGLISH

PAKISTAN STUDIES

ISLAMIAT

COMPONENT III

He/She offered XXXXXXXXXX

as Vocational Subject and has been awarded grade XX
by his/her Institution on the basis of Internal Assessment

DATED 23-10-1999

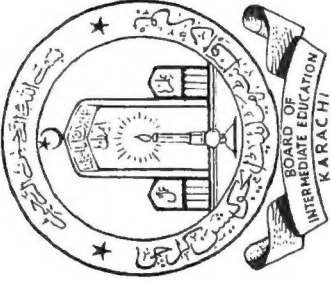
Note: This certificate is issued without alteration or erasure.
Please also see on the reverse.

SHAFIULLAH
Secretary

B.E A 360801

ROLL NO. 74941

بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ
بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ



Higher Secondary Certificate 2000

This is to certify that Humna Mirza
Son/Daughter of Mobeen Mirza

has successfully completed the HIGHER SECONDARY CERTIFICATE
EXAMINATION of this Board in Science Group held in
the month of May 2000 as a Regular/Private Candidate in the
subjects mentioned below and has been placed in A GRADE
by securing 85.8 MARKS in the Aggregate of 1100/1200/200.

(a) Compulsory Subjects:

1. Urdu
Normal I & II
Easy I & II / N.M.T. / Sindhi
History and Culture of Pakistan
Pakistan Studies (For Foreigners)

2. English
Normal / Advance

3. Islamic Education/Civics (c)

4. Pakistan Studies (c)

(b) Elective Subjects:

5. Physics
6. Chemistry
7. Mathematics

Karachi, Pakistan

Dated, the 7th October, 2003.

SECRETARY

(This Certificate is issued without any alteration or erasing.)

